

# Cornell Chronicle

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Thursday, April 15, 1982



The sun's rays warm the ground, the trees and bushes send out blossoms. Can this truly be spring?

## Eight Faculty Members Win 1982 Guggenheims

### *Cornell Third in Nation in This Year's Competition*

Eight Cornell faculty members have been awarded 1982 Guggenheim Fellowships, which places Cornell third among the nation's universities and colleges with respect to number of faculty chosen for the prestigious awards this year.

Only the University of California at Berkeley, with 12, and Massachusetts Institute of Technology, with 10, topped Cornell. Harvard University and Yale University tied for fourth with seven.

The Cornell professors and their research projects are:

Benedict R. O'G. Anderson, professor of government and Asian studies, state and society in the making of modern Indonesia;

Douglas E. Ashford, professor of government, the political development of the European welfare state;

Glen H. Elder, Jr., professor of human development and sociology, developmental and historical perspectives on the course of life;

Dr. Michael S. Gazzaniga, professor of neuropsychology in neurology, Medical College, the evolution of brain and mind;

Anthony W. Knapp, professor of

mathematics, studies in representation theory;

David L. Kohlstedt, associate professor of materials science and engineering, the development, structure, and sliding of grain boundaries in geologic materials;

Mary Ann Radzinowicz, professor of English, Milton's epics and the Psalms;

Robert C. Richardson, professor of physics, studies of the ground state of matter.

The 1982 awards totaling \$5,070,000 were announced by the John Simon Guggenheim Memorial Foundation. Grants were made to 277 scholars, scientists, and artists chosen by the Committee of Selection from among 3,200 applicants in

the foundation's 58th annual competition.

During its history the foundation has now granted \$95 million in fellowships. In all, 103 institutions are represented this year by one or more fellows.

Other institutions with multiple awards this year were the University of Michigan and Princeton Uni-

versity, tied with 6, the University of Chicago, Columbia University, and the University of Rochester tied with 5.

A year-by-year tally of Guggenheim Fellowships received by Cornell faculty since 1972 is 1972 (3), 1973 (10), 1974 (9), 1975 (6), 1976 (4), 1977 (2), 1978 (6), 1979 (8), 1980 (11), 1981 (4) and 1982 (8).

## *Bailey-Statler Series Lineup Announced*

Mezzo-soprano Marilyn Horne, pianist Andre Watts and the Cleveland Orchestra under the direction of Erich Leinsdorf will be among the performers in the 1982-83 Cornell University Bailey-Statler Concert Series.

In addition to Horne, Watts and the Cleveland Orchestra, the Bailey Series will also include Korean violinist Kyung-wha Chung and the Gewandhaus Orchestra of Leipzig.

Appearing in the Statler Series will be Aston Magna, a baroque ensemble; cellist Janos Starker; the Cleveland Quartet and the Boston

Symphony Chamber Players.

"Since demand for both series is usually high, prospective concertgoers are urged to become series subscribers and place their orders soon," said Arthur Groos, chairman of the Faculty Committee on Music. "Thanks to the generous support for the Fund for Quality Concerts," he said, "ticket prices are unchanged for next year. Series subscribers will enjoy a 10 percent discount for the Bailey Hall series and an unprecedented 20 percent for the Statler series."

Present subscribers have priority

over non-subscribers in placing orders for series tickets for the 1982-83 season. This priority will expire on April 26.

Discount prices are also available for area students. Each student may purchase a maximum of two subscriptions or two tickets per concert at the discount price. Cornellcard holders may charge subscriptions to their accounts by presenting their cards at the Lincoln Hall ticket office. Visa and MasterCard are also accepted.

Subscription prices for the Bailey Series range from \$69.50 to \$43.50

for the general public, depending on seating; prices for the Statler Series range from \$33 to \$19.50. For students Bailey Series subscriptions range from \$60 to \$37 and for the Statler Series, prices are from \$28 to \$17. For further information, call the Lincoln Hall Ticket Office, 256-5144.

Each subscription order must be accompanied by either the correct remittance or a nonrefundable deposit of \$25 per series ticket. The balance will be due by Sept. 15. Tickets will be issued after payment is complete.

# Noonan to Give 1982 Messenger Lecture Series

## Law Professor to Talk on Theme of Bribery

John T. Noonan Jr., professor of law at the University of California Law School, Berkeley, will give the Spring 1982 Messenger Lectures here on the general theme of bribery, starting April 27.

Considered the university's most prestigious series, the six Messenger lectures will all start at 4:30 p.m. in the Moot Court Room of Myron Taylor Hall on Tuesday April 27; Wednesday April 28; Thursday April 29; Tuesday May 4; Wednesday May 5, and Thursday May 6.

The topics of the lectures are:  
 —Accusations and Evidence (From Augustine to Innocent III);  
 —Confessions and Quantification (From Bacon to Lockheed Aircraft Corporation);  
 —Sanctions (From Cicero to the Securities Exchange Commission);  
 —Judgment on Earth (From Dante to Achebe);  
 —Breaking the Bond of Reciprocity (The Roots of the Rule);  
 —Bribery Between Consenting Adults (The Reasons of the Ruse).

At Berkeley, Noonan also teaches in the history department and has been chairman of the Committee on Medieval Studies and the Committee on Religious Studies.

His books include studies on the development of moral thought and rules on contraception and on usury. He is now writing a book on bribery, tracing developments from the ancient Near East to recent prosecutions in the United States.

He has taught at the University of Notre Dame, Southern Methodist

University and Stanford University. Noonan has given the Law in a Free Society Lectures at the University of Texas, the Distinguished Alumni Lectures at the University of Tennessee and the Oliver Wendell Holmes, Jr. Lectures at Harvard Law School.

He has been a fellow of the Center for Advanced Studies in the Behavioral Sciences, a fellow of the Woodrow Wilson International Center and twice a Guggenheim Fellow. He is a member of the American Law In-

stitute and the American Academy of Arts and Sciences and currently President of the American Catholic Philosophical Association.

The Messenger Lecture Series is named for Hiram J. Messenger, an 1880 Cornell graduate, mathematician and innovator in the field of health insurance. The series was founded in 1924 to bring to Cornell the world's leading scholars to speak on topics related to the evolution of civilization.

# American Indian Conference Planned

## Combined with Native American Law Conference

The third annual American Indian Week and Native American Law Conference here will be held April 18-23.

Highlights of the week include appearances by Pulitzer Prize-winning novelist N. Scott Momaday, American Indian singer Winston Wuttunee, writer Jamake Highwater and showings of the film "Windwalker."

The law conference will feature panel discussions on "The Effect of Reagan's New Federalism on Indian Policy" on Wednesday and Thursday, April 21 and 22.

Momaday, professor of English at the University of Arizona, will speak on Sunday, April 18, at 8 p.m. in the Hollis E. Cornell Auditorium in Goldwin Smith Hall. He won the Pulitzer Prize in Fiction in 1969 for his book, "House Made of Dawn."

Born in Oklahoma, Momaday grew up on Indian reservations of the Southwest, including the Navajo, the Apache and the Pueblo reser-

ervations.

Wuttunee will perform at 9:30 p.m. Friday, April 23, in Noyes Third Floor Lounge.

Highwater, descendent of the Blackfeet/Eastern Cherokee tribes, will speak at 7:30 p.m. Tuesday, April 20, in Malott Hall Auditorium. He is the author of "Journey to the Sky," which won the 1978 Newbery Honor Award, the Boston Globe/Horn Book Honor Award and the ALA Best Book for Young Adults Award.

His other books include "Many Smokes, Many Moons: An American Indian Chronology," "The Sun, He Dies," "Song from the Earth: North American Indian Painting" and "Dance: Rituals of Experience."

Highwater will present a slide lecture on "Dance: Rituals of Experience" at 7:30 p.m. Tuesday, April 20, in Malott Hall Auditorium. From 3:30 to 5 p.m. that day he will have a book signing in the Cornell

Campus Store.

"Windwalker" will start the events during American Indian Week. The film will be shown at 2 p.m. Sunday, April 18, and at 6:45 p.m. Monday, April 19, in Uris Auditorium. A \$1 donation is requested.

The actors are all Indians with the exception of Trevor Howard, who plays Windwalker. The film uses English subtitles for the dialogue which is spoken in the actual Creek and Cherokee dialects.

The law conference will begin at 2 p.m. Wednesday, April 21, in the Moot Court Room of Myron Taylor Hall. The topics will be budget and economy and land resource management.

The speakers will be LaDonna Harris from the Americans for Indian Opportunity, Edwin Phelps from the Management Concept Group, Inc., Hans Walker, former associate solicitor in the U.S. Department of Interior, and John Butler from the

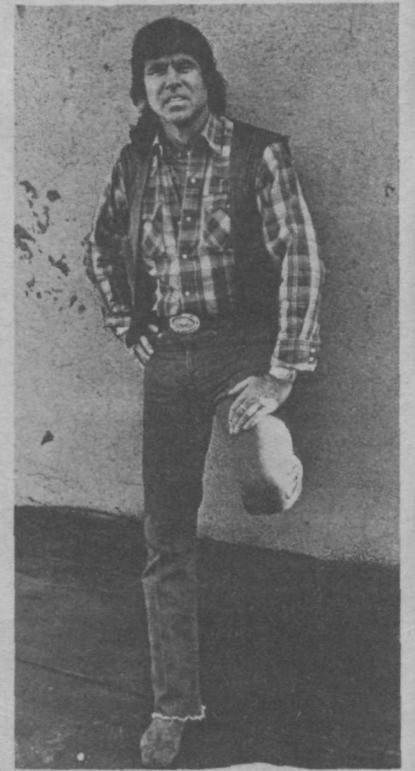
Council on Energy Resource Tribes.

At 7:30 p.m. Wednesday, April 21, in the Memorial Room in Willard Straight Hall, contemporary Indian issues of education, land claims and self-determination will be discussed.

The panel speakers will be Harris, Susan Harjo from the Native American Rights Fund, Margerite Smith from Union Carbide and John Chaves from the Senate Select Committee on Indian Affairs.

At 2 p.m. Thursday, April 22, in the Moot Court Room, the law conference will focus on the topics of health, education and human services and civil liberties.

The speakers will be Denise White from St. Regis' Higher Education Office, Allan Parker, an attorney, Janine Huff from the Seneca Nation of Indians, Larry Baca from the Department of Justice and Gwen Shunatona from the Native American Research Institute. Huff is a 1975 Cornell graduate.



—Johan Elbers  
JAMAKE HIGHTOWER

# Contemporary Music Festival to Be 'All-American'

The Contemporary Music Festival here is going "All-American" this spring. The seven events which will take place in Barnes Hall April 22-29 will cover eight decades of music written in this country during this century, and a number of the composers represented will participate in the festival. All of the

concerts will begin at 8:15 p.m. and are free to the public.

A special feature of the celebration is a composers' "Round Table" discussion, which will be held 4:30-5:30 p.m. Wednesday, April 28, in Barnes Hall. Steven Stucky will act as moderator. The participating composers, all of whom are repre-

sented on the week's programs, are Robert Palmer, Frances-Marie Uitti, James Willey, Hunter Johnson and James Sellars.

The festival will open Thursday evening, April 22, with music by Cornell graduate composers performed by a professional festival chamber orchestra. The composers, who will conduct their own brief works, are David Conte, Christopher Been, Stephen May, Donald Campfield, Thomas C. Duffy, Mark

Laporta, Janice M. Macaulay, Byron Adams, Gregory S. Woodward, Mark Simon and Mark Alan Taggart, who will also appear as alto saxophone soloist. Other soloists are John Moore, tenor sax, and Donald Sherman, euphonium.

On Saturday evening (April 24) the works of two Cornell composers will be presented jointly in concert as part of the requirements for the degree Doctor of Musical Arts. Baritone Ken Shaw will sing Mark

Alan Taggart's Three Evocations (1979-82), with accompaniment by Bill Davern, horn, and Lee Ann Peabody Taggart, piano. Mrs. Taggart will be soloist in two of her husband's pieces, including a tribute to Bela Bartok. Taggart will conduct his own Concerto for Chamber Ensemble, a 1982 work for winds and piano.

Compositions by David Conte make up the second half of the  
Continued on Page 11

## Cornell Chronicle

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## Jobs

The following job openings are new this week. For information on vacant positions listed in previous issues of the Chronicle, contact Personnel Staffing Services, 130 Day Hall. Cornell is an affirmative action employer.

**Administrative/Professional**  
 Research Support Specialist III, CP5 (Pomology)  
 Rink Manager & Assistant Hockey Coach, CP4 (Physical Education & Athletics)  
 Assistant Director, CP4 (Career Center)  
 Research Support Specialist, CP4 (Design & Env. Analysis)  
 Research Support Specialist, CP3 (Agronomy)  
 Administrative Supervisor, CP3 (COS-EP)

**Director of Development Operations** (University Development)

**Clerical**  
 Secretary, GR20 (Summer Session/Extramural)

**General Service**  
 Utility Plant Operator, GR19 (Buildings & Properties) (Geneva)

Custodian, SO18 (Statler Inn)

Clinical Aide, SO17 (Lab. of Animal Services)

Laboratory Attendant, SO17 (Vet. Microbiology)

Nutrition Aide, GR17 (NYC Cooperative Ext.) (Jamaica, NY)

Material Handler (Women's Locker Area), SO16 (Physical Education and Athletics)

**Technical**  
 Technician, GR20 (Preventive Medicine)

Technician, GR21 (Food Science)  
 Research Technician, GR20 (Clinical Sciences)

**Part-time**  
 Nutrition Aide, GR17 (NYC Extension)

**Academic**  
 Assistant Professor, Soil and Water Management (A&LS)

The Job Opportunities list is mailed to all Cornell departments. In addition, it is posted in the following places: Day Hall Information Desk, second floor lobby; at the Circulation and Reference Desks of all university libraries; in the Map and Newspaper Section, Olin Library; all college and technical libraries; Roberts Hall Post Office substation and in the Upper Activities corridor, Willard Straight Hall.

# GM Chief Logs a Busy Day During Campus Visit

## Roger Smith, Hatfield Fellow, Talks of His Firm's Contract

He was asked about everything from a '74 Opel to the Falkland Islands dispute in a day that would have taxed the mental and physical staying powers of a 19-year-old undergraduate.

But Roger B. Smith, the 56-year-old chief executive officer of General Motors, displayed stamina, wit and wisdom throughout his day on campus April 7 as Cornell's second Hatfield Fellow.

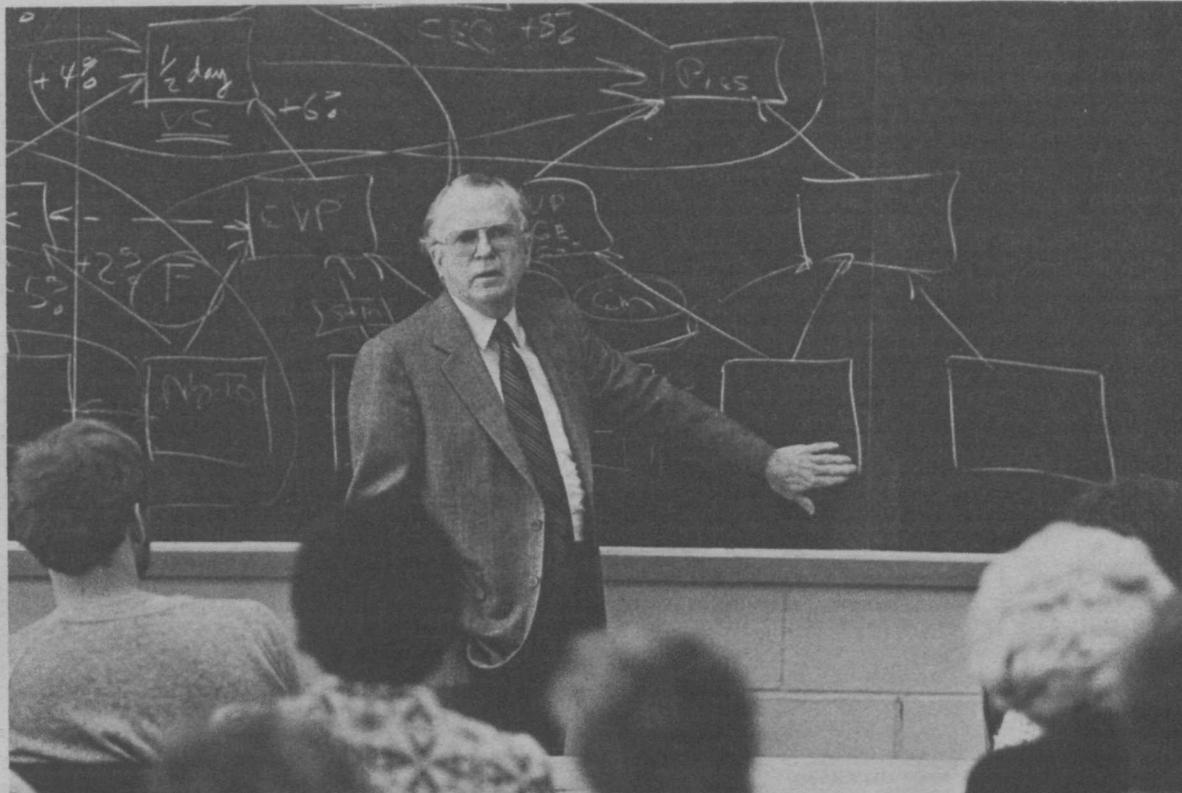
The day, which included three undergraduate classes, a seminar and a news conference, concluded with Smith delivering his first public talk since GM and the United Auto Workers agreed to a new contract. His talk, "Toward A New Alliance With Labor," attracted a standing-room-only crowd to the main auditorium in Bradfield Hall.

Smith said the new GM-UAW labor agreement will initiate significant changes in traditional union-management relations.

"It moves us in a new direction — away from confrontation and toward cooperation, away from our adversarial past and toward a new alliance aimed at the future," he said.

"The new agreement opens a new chapter in American labor relations, but at the same time it builds on the previous text," he said. "It seeks to directly involve the union and its members in the effort to make GM more competitive — and thereby to provide more secure jobs. This is an idea whose time has come in our industry."

Smith noted that under the agreement, Joint Councils for Enhancing Job Security and the Competitive Edge will be established at both the local and national level. They will seek to enhance job security by providing the opportunity for joint problem-solving of issues and con-



GM's chief executive officer, Roger Smith, made the complexity of the modern business organization — or at least the one he knows best — a little more clear to Prof. Lee Schruben's Industrial Systems Analysis class last week when he met with them as part of his visit to Cornell as a Hatfield Fellow.

cerns that have an adverse impact on the competitive position of the business.

"The main challenge before us is this: To work with labor's cooperation to return our industry to full competitiveness and, having done that, to ensure that the new alliance with labor becomes permanent," Smith said. "Clearly a changed social and economic environment in the U.S. demands that the alliance

continue."

Smith's first class was at 9 a.m., "Industrial Systems and Analysis." He moved on to "Collective Bargaining" and wound up the morning with "International Trade and Monetary Economics."

In the afternoon he joined students and faculty in an Executive Forum seminar session in the Graduate School of Business and Public Administration.

Smith did a little bit of lecturing and a lot of question-answering from beginning to end. His appearance was reported by five television stations and a slew of journalists from such diverse places as the Associate Press, United Press International, the Detroit News and the Auburn Citizen-Advertiser.

After a B&PA student and a faculty member sang the praises of the Opel and Toyota, Smith observed

that GM now has the cars to compete with them.

In response to a question about possible impact on GM of the Argentina-England dispute over the Falklands, Smith said "Incredible. I don't understand how grown nations can resolve their problems in this day and age...by sending in military force. I don't know what happened to our UN structure."

He noted that GM had withdrawn from Argentina a few years ago because of "the economic climate. In hindsight I guess we were right."

Speaking positively about the potential for success of "Reaganomics," but noting public impatience, Smith observed that as a nation "we plant a tomato seed on Monday, water it on Tuesday and come back and want to pick the tomato on Wednesday. We didn't get into this inflation cycle overnight and we're not going to get out of it overnight."

The Hatfield Fellows program was created last year through a gift from the Continental Group Foundation to honor Robert S. Hatfield, a Cornell alumnus who retired in 1981 as chairman and chief executive officer of The Continental Group, Inc.

The Hatfield Fellowships, intended to enhance communication between the campus community and leading corporations, annually bring a distinguished national business leader to Cornell to deliver a major address and to meet informally with students and faculty. Hatfield was the first participant last April.

The endowment also provides support for Cornell faculty members who propose innovative ways to strengthen the teaching of applied economics.

— Robert W. Smith

## 'Popular Culture' Conference Scheduled Here

Some 24 scholars from six countries are expected to participate in a major conference here, "Popular Culture in Europe and America," from April 22 to 24.

Two sessions each day, at 9 a.m. and at 2 p.m., will be held in 700 Clark Hall. All sessions are free and open to the public.

The men and women who will be presenting the 18 papers and commenting on them come from institutions in the United States, France, Wales, West Germany, Italy and Poland.

"The study of popular culture has become a flourishing enterprise within several disciplines in recent years," according to Michael Kammen, the Newton C. Farr Professor of American History and Culture. He and Steven L. Kaplan, professor of European history, are co-directors of the conference.

Despite the interest, "the notion of popular culture itself remains clouded by conceptual uncertainties," Kammen said. "What is signified by 'popular' in popular culture?" is the first of many questions to be addressed in the conference.

Focusing on Europe and America from medieval times through the mid-20th century, the conference will have as a major concern the examination of ways in which such "great transformations" as the de-

velopment of capitalism, the revolutions and urbanization have affected popular culture, Kammen said.

Among the papers to be presented is one on plebeian drinking in the 18th century by Hans Medick of West Germany, another on civility and rudeness in urban America in the 19th century by John Kasson of the University of North Carolina, and one titled "Popular Culture? Witches, Lawyers, and Divines in Early Modern England" by Clive Holmes, associate professor of Eng-

lish history at Cornell.

Planning for the conference began almost 18 months ago. The Cornell sponsors include the Western Societies Program, the College of Arts and Sciences, the Society for the Humanities and the departments of history, German literature and Romance studies.

The sessions, the speakers and their topics are:

Session One: 9 a.m. Thursday, April 22 — Gunther Lottes, West Germany, "Popular Culture and the

Early Modern State in 16th Century Germany;" H.C. Erik Midelfort, University of Virginia, "Sin, Folly, Madness, Obsession: The Social Distribution of Insanity in 16th Century Germany;" Richard Trexler, SUNY Binghamton, "We Think, They Act. Clerical Interpretations of Theater During the Spanish Conquest."

Session Two: 2 p.m. Thursday, April 22 — Jacques Le Goff, Paris, "Learned and Popular Aspects of the Voyages to 'the Other World' in

the Middle Ages;" Carlo Ginzberg, Italy, "The Witches' Sabbat: Popular Myth or Inquisitorial Stereotype?" Clive Holmes, Cornell University, "Popular Culture? Witches, Lawyers, and Divines in Early Modern England;" Mary O'Neil, University of Washington, Seattle, "Sacerdote ovvero strione: Ecclesiastical and Superstitious Remedies in 16th and 17th Century Italy."

Session Three: 9 a.m. Friday, Continued on Page 5

## Carol O'Brien New Director of Development

Carol L. O'Brien, associate director of development here since 1977, has been named director of development, effective immediately.

She succeeds Raymond L. Handlan, now vice president for development and university relations at Syracuse University. O'Brien, who had been acting director of development at Cornell since Handlan left, was selected following a national search.

"Carol O'Brien demonstrated her strong managerial skills during the successful \$250 million Cornell Campaign," said Richard M. Ramin, vice president for public affairs. "Those skills, combined with her

creative leadership, knowledge of and commitment to Cornell, are needed as the university continues to face major challenges in obtaining the financial support which is essential to assure Cornell's position as a university of the first rank."

O'Brien has been a university administrator since she earned her bachelor of arts degree at Cornell in 1968.

She held a variety of administrative positions with the Department of the History of Art from 1968 to 1976 when she became project manager and public affairs liaison for the Herbert F. Johnson Museum

of Art.

In 1976 O'Brien was named director of foundation relations at Cornell, a position she held for two years before becoming associate director of development.

As associate director her duties included formulating the annual budget, managing several projects in individual giving, directing the office's support service units in donor relations, communications and research, managing the administrative group, and serving as the office's chief personnel officer.

In 1979, a national panel selected O'Brien for an Outstanding Young Woman of America award. She has

been a member of the Cornell Provost's Advisory Committee on the Status of Women since 1980 and a participant in the local United Way Loaned Executive Program since 1981.

Active in breeding purebred Dalmatians, O'Brien has raised several champions. Among her activities, she is the Finger Lakes Kennel Club delegate to the American Kennel Club.

Since her graduation from Cornell she has been both reunion chair and a member of the advisory board of the Class of '68.

She is married to Robert J. O'Brien, an Ithaca architect.

# 'Tow List' Now Has More Than 400 Vehicles on It

More than 400 vehicles are currently on the Traffic Bureau tow list, according to William E. Wendt, director of transportation services.

The vehicles are subject to towing, at the owner's expense, any time they are found on campus. These vehicles have been cited repeatedly for violation of campus parking regulations and are identified by license numbers in a list kept at the Traffic Bureau, 116 Maple Ave.

The tow list as of March 31 (it is updated daily) is published below.

Persons with license plate numbers on the list are encouraged to call or visit the Traffic Bureau (256-4600), to discuss their parking problems, how to clear outstanding summonses, and the violation appeals process. Copies of the Parking and Traffic Regulations are also available at the Traffic Bureau.

Wendt said Section 6.5 of the University Parking and Traffic Regulations explains in part: "A vehicle that in the current year and/or in any previous years has accrued four or more parking sum-

monses that are still outstanding will be towed from the campus... upon issuance of the fifth or any subsequent summons...." A vehicle parked on campus, legally or illegally, which is on the tow list at the Traffic Bureau, will be towed from the campus if any summons is still outstanding. Any vehicle belonging to a chronic violator is also subject to towing at any time. A chronic violator is a person who has accrued (a) five or more parking summonses that have not been paid or appealed or (b) ten or more

parking summonses whether paid or appealed."

Towing is done by several private firms, said Wendt. Owners of towed vehicles must find their own way to the towing firm's lot and settle with the company to get their vehicle back. No towing fees or charges are returned to the university. The current charge for "ordinary removal" of a vehicle is \$35 plus tax. Use of special equipment costs more. A storage fee of \$5 per day is charged for vehicles left more than 24 hours. All towing fees are regulated by

City of Ithaca ordinance.

Wendt said staff and faculty members who owe fines from the current year or any previous year will not be able to purchase a parking permit for the new year. Outstanding fines owed by students are referred to the Bursar for collection. All bills must be paid before a student may register with the university. Fines owed by staff and faculty members may also be referred to legal counsel for collection.

ARCIN (CT)	JKC444 (FL)	1166AJT (NY)	233TIW (NY)	373UPW (NY)	5222AD (NY)	656IPX (NY)	769UPS (NY)	901AZY (NY)
AS599 (VT)	KCP520 (OH)	123MIW (NY)	234AOL (CT)	374UPT (NY)	524AFD (CT)	657UVS (NY)	770LAET (NY)	901UPX (NY)
AXA579 (AZ)	KJP897 (VA)	124HZJ (NY)	235HHN (NY)	381VQA (NY)	527UUE (NY)	658LAAL (NY)	773HJI (NY)	902RSM (NJ)
AXK627 (NC)	KVP726 (VA)	125LVU (NY)	236MBQ (NY)	382UPU (NY)	533UPY (NY)	6628AAA (NY)	7745AET (NY)	902VIP (NY)
BFP759 (PA)	LAM611 (ON)	132UPX (NY)	240PGM (NJ)	391OVT (NY)	536AXM (NY)	6659AAL (NY)	7757AET (NY)	907IQE (NY)
BG52 (OH)	LA6854 (CA)	136XNJ (CA)	241DSS (NY)		53821 (MA)	666LWN (NY)	781LUPQ (NY)	909BDT (NY)
BMA966 (PA)	LORIS (IL)	139XWS (NY)	241WJC (CA)	4W7416 (WV)	54226A (ME)	6672AAG (NY)	7818AET (NY)	914SJA (NJ)
BRBAND (DE)	LPD820 (OH)	144WZD (NY)	248PGU (NY)	4W9476 (WV)	543FGF (NY)	6743AET (NY)	782OMF (NY)	9165AAG (NY)
B53358B (PA)	LZZY (CT)	146UUE (NY)	253CJV (MA)	403UPT (NY)	543GEX (MA)	6784AET (NY)	7843AET (NY)	917LZG (NY)
CAP420 (MD)	MDP201 (MD)	147JDT (NY)	262PEJ (NY)	4057AJS (NY)	547PGU (NY)	6798AAL (NY)	785VEK (NY)	922NDP (NJ)
CAV56 (VA)	ML7386 (CO)	149UID (NY)	262PZG (NJ)	406CDI (MA)	547WNR (NY)	6824AAL (NY)	789UPW (NY)	92532 (NY)
CBK997 (KY)	NEE807 (FL)	1494AGB (NY)	275FXE (NY)	40879GD (NY)	549FDX (NY)	684531 (DC)	790UPT (NY)	928UPY (NY)
CBL452 (MD)	NGS356 (MI)	151890 (DE)	276AXG (MA)	40920GD (NY)	55UPW (NY)	6882AAA (NY)	7923AET (NY)	929UPS (NY)
CFS782 (PA)	NLT785 (AL)	154HJN (NY)	2856ABX (NY)	411ONI (NY)	555FJE (NY)	69048GC (NY)	797UZJ (NY)	931AMA (CT)
CHS084 (MD)	NRB837 (TX)	1550AJT (NY)	291XZB (NY)	41011GD (NY)	558FXI (NY)	691UPX (NY)	797LAET (NY)	933VRK (NY)
CML309 (PA)	PRL734 (ON)	1612AJT (NY)	292UPZ (NY)	41013GD (NY)	5594AAL (NY)	6946AAL (NY)	7990ADU (NY)	946BCD (MA)
CNG834 (MI)	QCL854 (WI)	162096 (DE)	293POP (NY)	414ZHV (NY)	5596AAL (NY)	6949AAL (NY)		948PGS (NY)
CPX453 (PA)	RJA422 (ON)	163RJP (NJ)	293TSR (NY)	421AWB (NY)	562IGC (NY)	697M432 (QU)	8H5654 (MA)	948ZHB (NY)
CSR510 (OH)	RNWL76 (ON)	163043 (PA)	294TOR (NY)	425IPY (NY)	566RTL (NJ)	697UPX (NY)	8M2419 (PA)	957FFP (MA)
CUP233 (PA)	RQP679 (TX)	164TYG (NY)	296AZW (NY)	425122 (NH)	5733AAL (NY)	6979AET (NY)	801UPW (NY)	959HJL (NY)
CUTYPIE (NY)	SBN035 (MI)	1644AHW (NY)	296IPB (NY)	42930GA (NY)	577VAB (NY)	6997AAL (NY)	8152ACY (NY)	963JRP (NY)
CWG150 (TX)	SFW303 (MI)	17216W (CA)	297UPU (NY)	431EBR (MA)	588BPE (NY)		8189AAM (NY)	96432 (DE)
CXHL33 (FL)	SM226 (RI)	173PGU (NY)	297LADW (NY)	43189GA (NY)	5952AAL (NY)	7W8274 (PA)	821LOKZ (NY)	967FRE (MA)
CX20524 (PA)	SNJ999 (ON)	173TCU (NY)	299FVW (NY)	43191GA (NY)	5954AAL (NY)	700JMR (MA)	828VFF (NY)	967UPX (NY)
CX74612 (PA)	SR2618 (VA)	174ZJF (NY)	3V3189 (TN)	432LNS (NY)	598726 (NH)	7030AET (NY)	83PGS (NY)	972ZJL (NY)
C40914 (WI)	UKW944 (FL)	1816AEC (NY)	304HTB (NY)	434TOJ (NY)	599SKS (NY)	707AFP (NY)	831PNA (NY)	9742AEE (NY)
DAK8 (NY)	UW9502 (IL)	1824AJT (NY)	311IQD (NY)	43450GA (NY)		7080AET (NY)	832WXR (NY)	982GYK (NY)
DIPLOMAT 3908	VDD102 (VA)	1828KT (NY)	3131AEA (NY)	435USN (NY)	6S5699 (PA)	710PGW (NY)	838JSD (NJ)	982VIW (NY)
DPS462 (MI)	VDW794 (FL)	1849AJT (NY)	318NUM (NJ)	43973B (ME)	61ILD (NY)	715UPX (NY)	838NSY (NJ)	992VPG (NY)
DPT305 (MD)	VYY973 (NJ)	186UPX (NY)	3190AFB (NY)	440IPX (NY)	611UPZ (NY)	716PGS (NY)	839SXX (NJ)	999GKM (NJ)
DRL100 (NM)	V13668 (PA)	190JTH (NY)	320398 (DC)	4416ADR (NY)	617FCL (NY)	720EZJ (MA)	839TGU (NY)	
DTZ223 (KY)	WAY346 (VA)	195MIW (NY)	322UPZ (NY)	4438AJS (NY)	618XDS (NY)	7212AET (NY)	8402AVV (NY)	
DX461 (IL)	WFC491 (NC)	199ACT (CT)	323COOT (NY)	444ELA (NY)	6197AAL (NY)	727PGS (NY)	842UPV (NY)	
DYA137 (NM)	WP2722 (CT)	199IPU (NY)	323CJR (MA)	457294 (CT)	620UPX (NY)	730IKV (NY)	850MYD (NJ)	
EHP576 (OH)	XD2420 (VA)		324LPC (NY)	464REA (NJ)	621UPZ (NY)	731VCK (NY)	854IQC (NY)	
EMN796 (MN)	XGB489 (VA)	204BNF (MA)	325FNL (NJ)	470CSM (MA)	625KZL (NY)	732QAL (NY)	858AMQ (NY)	
EPL211 (OR)	XKF711 (TX)	207UPQ (NY)	325PEA (NY)	472EHS (MA)	629PGS (NY)	734TOA (NY)	86LTL (NY)	
EVW511 (AL)	XNP906 (GA)	208UPU (NY)	3306AGR (NY)	48187C (ME)	6290AAL (NY)	7354AET (NY)	860ITH (NY)	
FBK835 (MD)	XDANNYX (CA)	2085AEE (NY)	334VBP (NY)	4835AAC (NY)	633CTY (NY)	737PKS (NJ)	8791AEEW (NY)	
FDG362 (MD)	X86859 (MS)	2087AFW (NY)	338ITK (NY)	4871ACT (NY)	634NUD (NJ)	737934 (NY)	8837AGA (NY)	
FGA201 (OH)	ZBT (MA)	2090AGH (NY)	339GYR (NY)		6366AET (NY)	74VPX (NY)	886RPY (NJ)	
FTG042 (OR)	ZP6320 (CT)	211VAP (NY)	340XMK (NY)	500MFU (NJ)	636695 (NH)	74WVD (NY)	887UPR (NY)	
GG5382 (NJ)	064RUV (CA)	216TTV (NY)	3521AFG (NY)	501LMQ (NY)	6379AET (NY)	7497NG (NY)	888JWD (NY)	
GQN537 (OH)		217TEF (NY)	356UPX (NY)	51IKU (NY)	640UPT (NY)	756COI (NY)	888UAV (NY)	
GWU81 (VA)	1BRY405 (CA)	218IFG (NJ)	3560AEA (NY)	511ASE (MA)	641RSJ (NY)	757UPS (NY)	889YKA (NY)	
HCN370 (SC)	101IQC (NY)	224UOC (NY)	365FHN (MA)	514NNC (NY)	643UPY (NY)	761UDN (NY)	898LJB (NY)	
JACKS3 (NY)	105GRS (NY)	226ILE (NY)	372AZS (NY)	515IFA (NY)	644FXH (NY)	763YBP (NY)	899IPZ (NY)	
JGT288 (FL)	11X30 (NY)	229UQT (NY)	372REZ (NJ)	5180AAL (NY)	6472AAL (NY)	765USP (NY)		
JHD070 (MI)	1158AJT (NY)	231IPU (NY)	373TOJ (NY)	51908R (PA)	650ROW (NJ)	765VMZ (NY)	9000ACT (NY)	

## Black Student Conference Here for 4 Days

A four-day conference aimed at revitalization of the Black student movement, will take place on the campus April 22 through 25.

Students and Black leaders from across the nation are expected to take part in the various workshops,

lectures and cultural events being organized by the student coordinating committee for the program formally known as "The Fifth Annual State of Black America Conference, 1982." The title for this year is "Reawakening a Black Giant."

One of the highlights will be a talk titled "It Began Before Willard Straight," by Edward Whitfield, a leading student spokesman for the Black community at the time of Black student takeover of Willard Straight Hall at Cornell April 19, 1969.

The talk will be at 7:30 p.m. Thursday, April 22 in Anabel Taylor Auditorium. The conference and all its events, most of which will take place in Kaufmann Auditorium, Goldwin Smith Hall, are open to everyone. There are no charges. Detailed information and regis-

tration forms can be obtained at 512 East State Street, Ithaca, N.Y. 14850, telephone, (607) 272-0995 or at Cornell's Africana Studies and Research Center, 310 Triphammer Road, Ithaca, N.Y. 14853, telephone (607) 256-4625.

Other featured speakers will be: Owusu Sadaukai, director of Educational Opportunity Program, Marquette University; Renee DuBose, activist; William K. Tabb, professor of economics, Queens College, Avon Drake, professor of political science, Hobart and William Smith College; Manning Marable, professor of political science at Cornell; Zala Chandler, professor of sociology, Medgar Evers College and Nelson Johnson, activist.

Cultural events will include Mari Evans, poet and Uhura Kumba, dancers.

## Immunology Now Established As Formal Graduate Field

Although courses and graduate majors in immunology have been available at Cornell since the mid-1960s, a formal graduate field of immunology has just been established. This brings to 85 the number of graduate fields of instruction available at the university.

The field will offer programs leading to the M.S. and Ph.D. degrees. Enrollment will begin in the spring of 1982 with about 25

graduate students expected by the end of this year.

Twenty faculty members have joined the field, 15 of them holding appointments in the College of Veterinary Medicine and the remaining five from the Departments of Chemistry, Nutrition, Physics and Poultry Science.

Undergraduate lecture and laboratory courses are available in addition to a number of graduate

courses. Specializations include immunogenetics, immunophysiology, immunopathology, immunoparasitology, veterinary immunology, clinical immunology and the mechanisms of disease. Also sponsored are a lecture series and the Antibody Club.

The faculty representative is Dr. S. Gordon Campbell, while Drs. Douglas F. Antczak, Robin G. Bell and Douglas D. Gregory com-

prise the executive committee. Other members of the field include B.A. Baird, G.L. Cockrell, R.H. Cypess, R.R. Dietert, J. Fabricant, J.H. Gillespie, J. H. Jacobson, R. M. Lewis, J.A. Marsh, N.L. Norcross, F.W. Quimby, K.A. Schat, D.O. Slauson, V.L. Utermolen, W.W. Webb and A.J. Winter.

# People

## Corson Heads Panel on Research and Security

Cornell President Emeritus Dale R. Corson has been named chairman of a broadly based panel of senior policy-makers and researchers, assembled to examine the relationship between university research and national security in the light of growing concern that foreign nations are gaining military advantages from American research.

The Panel on Scientific Communication and National Security was appointed in March under the Committee on Science, Engineering and Public Policy, which is operated jointly by the National Academy of Sciences, the National Academy of Engineering and the Institute of Medicine. An interim report by the panel is planned for release this September with a final

report to follow in March 1983.

A physicist and president of Cornell from 1969 to 1977, Corson will chair the 18-member panel comprised of a distinguished group experienced in scientific research, university administration, national security programs, research and development management, international trade regulation and control, and legal issues.

The study will focus on how the government seeks to control the transfer of knowledge and information with potential military applications. Special consideration will be given to the International Traffic in Arms Regulations (ITAR), to the Export Administration Regulations (EAR) and to the recently signed executive order which further extends the security classification system. Industrial issues, such as the flow of commercial products through trade with other countries, will not be considered by the panel.

Major goals of the panel's study include:

- Examining the advantages and disadvantages of free communication in two or three critical fields of science and technology;

- Reviewing, with emphasis on ITAR, EAR and the security classification system, the principal concerns of the government agencies, universities, scientific societies and researchers;

- Evaluating the critical issues concerning the application of controls on the flow of research information;

- Determining the appropriate reach of controls for various categories of science and technology; and
- Formulating recommendations for proposed regulatory approaches.

Serving with Corson on the Panel on Scientific Communication and National Security are: Richard C. Atkinson, chancellor, University of California, San Diego and former director of the National Science Foundation; John Deutch, dean of science, Massachusetts Institute of Technology and former under-secretary of the U.S. Department of Energy; Robert H. Dicke, Einstein professor of physics, Princeton University; Edward Ginzton, president, Varian Associates, Palo Alto, Calif.; Mary Good, vice president, director of research, UOP, Inc., Des Plaines, Ill.; Norman Hackerman, president, Rice University; James R. Killian, president emeritus, MIT; Franklin Lindsay, chairman, executive committee, ITEK Corp., Lexington, Mass.; Richard A. Meserve, a physicist and attorney with the Washington, D.C., firm of Covington and Burling; Wolfgang K.H. Panofsky, director, Stanford Linear Accelerator Center; William J. Perry, former undersecretary for research and engineering in the Department of Defense; Gen. Samuel C. Phillips (ret.), vice president and general manager, TRW Energy Products Group, and former director of the National Security Agency; Alexander Rich, Sedwick professor of biophysics, MIT; John D. Roberts, provost, California Institute of Technology; Charles Slichter, professor of physics, University of Illinois, Urbana; Michael I. Sovern, president, Columbia University; and Elmer B. Staats, former Comptroller General of the United States.

The panel will be supported by a combination of private sources, professional societies, government agencies and internal Academy of Sciences funds. The Department of Defense, National Science Foundation and the American Association for the Advancement of Science are already contributing funds.



DALE R. CORSON

Warren R. Philipson, associate professor of remote sensing in the School of Civil and Environmental Engineering at Cornell University, has been elected from the Board of Direction to the Executive Committee of the American Society of Photogrammetry. This committee consists of seven officers and directors who control the affairs of the society, on behalf of the society's Board of Direction. Membership in the society includes some 8,500 individuals engaged in photogrammetry, remote sensing or cartography, in government, industry or education. Philipson joined the Cornell faculty in 1979, having been on the research staff since 1972.

## Noble Named to National Committee

Lucinda A. Noble, director of Cornell Cooperative Extension, has been appointed to a national committee that will study the nationwide Cooperative Extension system to determine the future emphasis of the organization's programs for urban and rural America.

The 18-member committee, which will examine the issues confronting Cooperative Extension and analyze the results of surveys of staff and clientele, expects to sub-

mit its final recommendations in November. Although advisory in nature, the committee's recommendations are expected to have significant impact on Cooperative Extension programming in the U.S. and its territories, according to Secretary of Agriculture John Block.

Cooperative Extension is a partnership of county, state, and federal governments providing research based education programs in five broad areas: agriculture, natural

resources, home economics, 4-H and youth development, and community and rural development.

Part of the federal land-grant system of colleges and universities, Cooperative Extension is considered to be the world's largest system of informal education. Nationally, there are more than 23,000 county agents, state specialists, and administrators, whose efforts are supplemented by more than a million volunteers.

## Fisher Receives Case Western Award

Michael E. Fisher, the Horace White Professor of Chemistry, Physics and Mathematics, will receive the Michelson-Morley Award from Case Western Reserve University in ceremonies Friday, April 16, in Cleveland.

The award, which includes \$5,000 and a silver plaque, is the highest scientific honor bestowed by Case Institute of Technology. Dean Eric Baer of Case Institute will present the award to Fisher before 350 invited dinner guests at the Frederick C. Crawford Auto-Aviation Museum in University Circle. Fisher will deliver the Michelson-Morley memorial address on the

topic, "Phase Transitions and Attitudes Towards Theoretical Physics."

A member of the Cornell faculty since 1966, Fisher has achieved an international reputation for his explanation of the underlying mechanisms that occur in matter when it undergoes a change in phase, as from a liquid to a gas or from a solid to a liquid.

The Michelson-Morley Award is presented to a scientist or engineer for scientific achievement and for contributions to advance knowledge and improve human welfare. A committee of university and industry leaders selects the recipient.

The award is named after Case physics professor Albert A. Michelson, the first American to win a Nobel Prize in science, and noted Western Reserve chemistry professor Edward A. Morley. In 1887, the two scientists conducted experiments which provided the foundation for Einstein's Theory of Relativity.

Other awards to Fisher include the 1980 Guthrie Medal and Prize of the Institute of Physics of Great Britain and the 1980 Wolf Prize in Physics, which he shared with Leo Kadanoff of the University of Chicago and Kenneth G. Wilson of Cornell.

## Majumdar Named to Endowed Chair

Mukul Majumdar, a member of the faculty since 1973, has been named the first H.T. Warshow and Robert Irving Warshow Professor of Economics, effective July 1.

The Warshow Professorship was established in 1966 but was not activated until funding was completed, according to Cornell Provost W. Keith Kennedy. H.T. Warshow, who made the gift, died in 1980.

He was a 1916 Cornell graduate

who became an investment broker in 1958 after 36 years as an officer of the National Lead Co. His brother, Robert, a 1921 Cornell graduate, was an author whose books included "The Story of Wall Street," "Bet-A-Million Gates" and "Understanding the Stock Market."

Majumdar was elected professor of economics in 1977 and has served as chairman of the Department of Economics since 1978.

He is internationally recognized for his work in mathematical economics.

Before joining the Cornell faculty, Majumdar taught at the London School of Economics and at Stanford University.

Born at Krishnagar, India, Majumdar graduated from Calcutta University in 1964, and obtained the master's and doctoral degrees at Berkeley.

## B&PA School Appoints Associate Deans

David A. Thomas, dean of the Graduate School of Business and Public Administration, has announced the appointment of two associate deans.

Harold Bierman Jr., the Nicholas H. Noyes Professor of Business Administration, has been named associate dean of the school. Robert H. Smiley, associate professor of economics and public policy, has been named associate dean for academic affairs. Bierman will oversee B&PA's operating budget and will assist Dean Thomas in the overall management of the school. Smiley will oversee the develop-

ment of curriculum, faculty hiring, and all other academic matters. Both new associate deans will also continue their teaching responsibilities.

"I'm very pleased," said Thomas, "that Harold and Bob have agreed to help me direct the school's future in the coming years. With their help, I have little doubt that we can continue our drive to the very top echelon of the nation's schools of management."

Thomas, who was named dean of B&PA in November, has been a member of business school's faculty since 1953, having served as acting

dean on three occasions since the early 1960s.

A member of the B&PA faculty since 1956, Bierman is regarded as one of the nation's leading authorities on managerial economics and is co-author with Seymour Smidt, also a professor of managerial economics at Cornell, of the book "The Capital Budgeting Decision," considered a definitive work in its field.

Smiley is a specialist in industrial organization and government regulation. He has been a member of the B&PA faculty since 1973 when he received his doctorate from Stanford University.

## Culture Conference: Schedule of Events

Continued from Page 3

April 23 — Jacques Revel, Paris, "The Forms of Expertise: Intellectuals and Popular Culture, 1650-1800;" H.-U. Thamer, West Germany, "On the Use and Abuse of Handicraft: Journeyman Culture and Enlightened Public Opinion in the 18th and 19th Centuries;" Neil Harris, University of Chicago, "Learning for the Layman: Demonstrations of Mastery in 20th Century America."

Session Four: 2 p.m. Friday, April 23 — John Kasson, University of North Carolina, "Civility and Rudeness: Urban Etiquette and the Social Order in 19th Century America;" Yves Lequin, France, "Life Styles and Material Culture: The Domestic Spaces of Industrial Populations in the 19th and 20th Centuries;" Temma Kaplan, University of California, Los Angeles, "Civic Rituals and Cultures of Resistance in Barcelona, 1890-1924;" H.J. Gans, Columbia University, "Popular and High Culture in a Changing Class Structure."

Session Five: 9 a.m. Saturday, April 24 — Hans Medick, West Germany, "Plebeian Culture, Plebeian Public, Plebeian Economy: Political Economy and the Culture of Plebeian Drinking in the 18th Century. William Hogarth on 'Gin Lane' and 'Beer Street';" Roger Chartier, Paris, "Popular Culture: A Concept Questioned;" Jonathan Wylie, Cambridge, Mass., "Olavsoka, the Faroese National Holiday."

Session Six: 2 p.m. Saturday, April 24 — Panel Discussion, Reflections on the Conference.

# Calendar

APRIL						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

All items for publication in the Calendar section, except for Seminar notices, must be submitted by mail or in person to Fran Apgar, Central Reservations, 532 Willard Straight Hall, at least 10 days prior to publication. Seminar notices should be sent to Barbara Jordan-Smith, News Bureau, 110 Day Hall, by noon Friday prior to publication. Items should include the name and telephone number of a person who can be called if there are questions, and also the subheading of the Calendar in which it should appear (lectures, colloquia, etc.). ALL DEADLINES STRICTLY ENFORCED.  
\*Admission charged.

## Announcements

### Education Dept. Lecture

Nancy Donovan, special assistant to the President and specialist in economic development and management, will give a free public lecture on "Local Initiatives Support Corporation," at 12:10 today in 131 Roberts Hall. Donovan served as administrator of the state of Nebraska's Community Improvement Program for five years. She is the author of several guidebooks in community development. The Local Initiatives Support Commission is a Ford Foundation venture developed to help existing community development organizations to improve physical and economic conditions of depressed urban and rural areas. Donovan will be available to meet with faculty and students during her visit on the following schedule: 10 a.m., Education and Communication Arts, Stone Hall; 3 p.m. Human Service Studies and Rural Sociology, MVR; 4 p.m. City and Regional Planning, Sibley Hall. For further information, call Lin Compton, 256-2015.

### Writing Workshop Walk-In Service

Service is open Mon. through Thurs., 3:30-6 p.m. and 7:30-10 p.m.; Sun., 3-8 p.m.; Service is closed Fri. and Sat. You need no appointment, just drop by during our hours. Phone 256-6349. 125 Rockefeller Hall.

### Weigh Station

Weight Reduction Classes are held every Thurs., noon-1 p.m. at the Block Building in Barton Hall. Everyone is welcome. If you have questions, call 277-3418 or 257-0853.

### Legal Advice or Representation

The Office of the Judicial Advisor provides free legal assistance to students, faculty and staff accused of violating any of the university rules and regulations, i.e., the Campus Code of Conduct, the Statement of Student Rights and the Code of Academic Integrity. All consultations are kept strictly confidential. Call 256-6492 for an appointment or drop by B-12 Ives Hall.

### Menswork

Menswork, a confidential support group for men who batter their female partners, meets Tuesday evenings. For further information call 277-4003 or 273-1154.

### Cornell PIRG Hotline

The Cornell Public Interest Research Group is sponsoring a tenants referral hotline from 3:30 to 5:30 p.m. Monday through Thursday. The phone number is 256-5295. PIRG offices are located in 39 Anabel Taylor Hall.

### Academic Survival Workshops Study Skills

Skills April 5-May 3, Mondays 4:30-5:30 p.m.; Reading Skills April 12-21, Mondays and Wednesdays 3-4 p.m. Call 256-6310 or drop by 375 Olin Hall.

### Vegetable Gardening

Gardening has become a very popular, economical outdoor summer activity for many local residents. If this is the year in which you are planning to have a super vegetable garden, you may want to begin with some free assistance available from Cooperative Extension of Tompkins County. On Thurs. April 15 at 7:30 p.m., Coop. Ext. is holding an introductory class on vegetable gardening. The title of the class, the A-B-C's of vegetable gardening, suggests that many topics will be discussed including preparing the soil, garden layout, what

to plant, when and how to plan for a season of fresh vegetables. The class will be held at the Cooperative Extension Center at 225 S. Fulton St., Ithaca. The class is free and open to the public. For more information or to pre-register, call 272-2292.

### 3rd Annual Model Glider Contest

Apr. 16 at 4:30 p.m. in Barton Hall. Cornell Student Chapter of AIAA sponsoring the Annual Model Glider Contest. Anyone interested may enter models in either the unlimited category or the Paper Airplane Category. Prizes are 2 free flying lessons from the East Hill Flying Club and 2 airplane rides. For further information and a copy of the rules go to 112 Upson Hall.

### Alternatives Library

Tape and discussion on "The Great Western Tour," Stephen Gaskin, Wed. Apr. 21, 3:30 p.m. at the Alternatives Library, 122 Anabel Taylor Hall. For information call 256-6486.

### Employee Safety Shoes

Employees will have an opportunity to buy special safety shoes on campus. The shoes will be sold from a mobile store scheduled to be parked at Stocking Hall, Tower Road from 9:30 a.m. to 12:30 p.m. and between Statler Auditorium and Barton Hall from 1:30 to 3:30 p.m. on Friday, Apr. 23. Additional details may be obtained by calling Alex McCord, 256-3744, Department of Life Safety.

### Flora Rose Prize

Nominations for the 1981-82 Flora Rose Prize. The Flora Rose Prize Fund was endowed by an anonymous donor to honor Prof. Flora Rose. The prize is to be awarded annually to the "upperclass student (junior or senior) at Cornell University who, in the opinion of the Dean of the NYS College of Human Ecology or the Dean's delegate, shall demonstrate the greatest promise for contributing to the growth and self-fulfillment of future generations." The value of the prize is \$200.

Letters nominating candidates for the Flora Rose Prize will be accepted from any person in the Cornell Community. Please include the names of two individuals (at least one should be faculty or administrative staff) who can comment specifically on the qualifications of the nominee. Submit nominations to Barbara Morse or Roger Richardson, N101 MVR, on or before April 26, 1982. A faculty committee will make the final nomination to the Dean of the NYS College of Human Ecology.

### Vet College Open House

Fifteenth Annual New York State College of Veterinary Medicine Open House, 9 a.m. to 4 p.m. Saturday, April 17. Exhibits, demonstrations, tours, career information. Rain or shine. Free to persons of all ages. Parking in "B" Lot off Route 366.

### International Gala

The annual International Gala will be held Saturday, April 17, Memorial Room, Willard Straight Hall. Cultural display booths will be open 3-6 p.m. A multi-cultural variety show begins at 7:30 p.m. Tickets, at \$2, are on sale at the Straight Ticket Office and the International Students Office, Barnes Hall. The gala is sponsored by the International Student Program Board with funding from the SFC and the GEAC.

### Graduate Assistantship

The Office of the Dean of Students has an opening for a graduate assistant for the Graduate Student Program. Position begins Aug. 20 and ends one week before the end of spring term (1983). For further information, contact Janet Elder, Office of the Dean of Students, 103 Barnes Hall. Applications accepted until April 30.

## Colloquia

### Thursday

Apr. 15, 4:30 p.m. 105 Space Sciences

105. Astronomy and Space Sciences: "21-cm Absorption Properties of Galactic Disks," Dr. John Dickey, Center for Astrophysics.

### Monday

Apr. 19, 3:30 p.m. Goldwin Smith 177. Department of Russian Literature: "Bakhtin and Buber: Problems of Dialogic Imagination," Nina Perlina, Mellon Fellow, Department of Russian Literature.

Apr. 19, 4:30 p.m. Clark 700. Department of Physics: "Proton Transport Thru Membranes," John Nagle, Carnegie Mellon.

### Thursday

Apr. 22, 4:30 p.m. Space Sciences 105. Astronomy and Space Sciences: "New Results on X-Ray Sources in Globular Clusters," Dr. Jonathan E. Grindlay, Center for Astrophysics.

## Dance

Cornell Jitterbug Club Straight North Room. Meets 1st and 3rd Wed. of every month. 9 p.m. Beginners, 9:30 p.m., Intermediates. Club does not meet on University holidays.

Every Tues., 7:30-9:30 p.m. English Country Dancing. All dances taught, beginners welcome. For information call Connie at 272-1931 or Al at 256-4798.

Every Thurs., 8 p.m. Anabel Taylor One World Room. Israeli Folk Dancing.

## Exhibits

### Three Exhibits To Open at Museum

"Eighteenth Century Venetian Drawings," "Pre-Columbian Art of Ecuador from the Peggy and Tessim Zorach Collection" and "Lotte Jacobi: Photographs" are scheduled to open at the Herbert F. Johnson Museum of Art on April 21.

The exhibition "Eighteenth Century Venetian Drawings" is composed of 63 works executed in a variety of techniques: pen and ink, washes, or red or black chalk. The exhibition documents the social, political and artistic history of the period through portrait studies and caricatures of prominent figures of the time, sketches of Venetian landmarks and scenes of everyday life in 19th century Venice. The exhibition is from the Robert Lehman Collection of the Metropolitan Museum of Art.

"Pre-Columbian Art of Ecuador from the Peggy and Tessim Zorach Collection," is composed of more than 200 stone and ceramic works donated by the Zorachs to the Johnson Museum between 1974 and 1980. The exhibition is funded in part by a grant from the National Endowment for the Arts. The collection contains both utilitarian and decorative pieces, ranging from simple, undecorated vessels to ornate and expressive human and animal figurines. The works date from approximately 3100 B.C. to 1500 A.D. and represent 11 cultural phases of the three major periods of Ecuadorian prehistory, from the very first pottery-making cultures of the Formative Period to the highly skilled and sophisticated Integration Period societies conquered by Pizarro in 1532.

"Lotte Jacobi: Photographs," an exhibition of more than 60 photographs, includes portraits and "photogenics," by the American photographer. Jacobi is best known for her portrait photography and has photographed many important statesmen, scientists, painters, photographers, writers, actors and dancers. The exhibition includes many individual portraits as well as two extended portraits, a series on Marc Chagall and a series on Albert Einstein. In addition to the portraits, several important "photogenics," cameraless photographs, will be on view. Since 1946, Jacobi has been producing imaginative, lyrical abstractions by exposing candles, flashlights, glass, cellophane and cut paper on photosensitized paper.

The Johnson Museum is open 10 a.m. to 5 p.m. Tuesday through Sunday.

Herbert F. Johnson Museum "Joshua Neustein." Works by an Israeli artist who uses large expanses of paper as his medium. Organized by the Bertha Urdang Gallery, through May 9. "Heinz



This standing female figure wearing elaborate jewelry (Jama-Coaque Phase c. A.D. 1-600) can be seen as part of the Pre-Columbian Art of Ecuador exhibit at the Johnson Museum. The exhibit will open April 21 and is funded in part by a grant from the National Endowment for the Arts. The exhibition consists of more than 200 stone and ceramic works which were donated to the museum by Peggy and Tessim Zorach.

Isler as Structural Artist." Photographs and models of the work of Swiss engineer Heinz Isler. Organized by the Princeton Univ. Art Museum and sponsored by the School of Civil and Environmental Engineering, Cornell University, through May 16. "Pre-Columbian Art of Ecuador from the Zorach Collection." An exhibition of over 200 stone and ceramic Ecuadorian objects which predate the sixteenth century, donated to the Johnson Museum by Margaret and Tessim Zorach, through May 30. "Lotte Jacobi: Photographs." An exhibition featuring the work of photographer Lotte Jacobi, who worked first in Germany, then in the United States. Included are her portraits of many work figures as well as her more lyrical works, April 21 through June 7. Museum hours: 10 a.m.-5 p.m. Tues. through Sun.

## Films

Unless otherwise noted films are under sponsorship of Cornell Cinema.

### Thursday

Apr. 15, 8 p.m. \*Goldwin Smith Hollis Cornell Auditorium. "Gilda" (1946), directed by Charles Vidor, with Rita Hayworth, Glenn Ford.

### Friday

Apr. 16, 7:30 p.m. Uris Hall Auditorium. Pentangle Free Film Series: Dance/Experimental Films by Doris Chase (U.S.). Introduction and discussion with the filmmaker.

Apr. 16, 10 p.m. \*Uris Hall Auditorium. "8 1/2" (1963), directed by Federico Fellini, with Marcello Mastroianni, with Anouk Aimee, Sandra Milo.

Apr. 16, 10 p.m. Phillips 101. Asian American Unity Conference at Cornell films: "Dupont Guy: The Schiz on Grant Avenue" and "Jenny."

### Saturday

Apr. 17, 1 p.m. Phillips 101. Asian American Unity Conference films: "Dupont Guy: The Schiz on Grant Avenue" and "Jenny."

Apr. 17, 7:30 & 10:15 p.m. \*Uris Hall Auditorium. "8 1/2" (1963).

Apr. 17, 8 p.m. Goldwin Smith Hollis E. Cornell Audit. Asian American Unity Conference films: "Dupont Guy: The

Schiz on Grant Avenue" and "Jenny."

### Sunday

Apr. 18, 8 p.m. \*Uris Hall Auditorium. "Throne of Blood" (1957), directed by Kurosawa Akira, with Mifune Toshito, Yamada Isuzu, Shimura Takashi. Co-sponsored by the English Department.

### Monday

Apr. 19, 9 p.m. \*Uris Hall Auditorium. "Johnny Guitar" (1954), directed by Nicholas Ray, with Joan Crawford, Mercedes McCambridge, Sterling Hayden. Also shown with short: "The Goat." Film Club members only.

### Tuesday

Apr. 20, 4 p.m. Morrill 106. Southeast Asia Program Film Series: "Child of Rural Thailand" focusing on a 10 year old Lisu girl and her daily life; "Child of Urban Thailand" A slum-dwelling boy in Bangkok; "Child of the Philippines" an 11 year old girl in a hilly jungle region of the Philippines.

Apr. 20, 8 p.m. \*Uris Hall Auditorium. "The Third Generation" (1979), directed by Rainer Werner Fassbinder, with Eddie Constantine, Hanna Schygulla, Volker Spengler. Co-sponsored by Comparative Literature Department.

### Wednesday

Apr. 21, 4:30 p.m. Uris Hall Auditorium. "Sword of Doom" (1967), Okamoto. Japanese Film Series sponsored by the China-Japan Program.

Apr. 21, 7:30 p.m. \*Uris Hall Auditorium. "Zabriskie Point" (1970), directed by Michelangelo Antonioni, with Mark Frechette, Daria Halprin, Rod Taylor. Co-sponsored by Theatre Arts.

### Friday

Apr. 23, 7:30 p.m. Uris Hall Auditorium. Pentangle Free Film Series: "Pandora's Box" (1928), G.W. Pabst. Germany. Taken from Frank Wedekind's play, "Pandora's Box" is about Lulu; a "woman driven by insatiable sex lusts, who destroys all lives around her, and her own."

Apr. 23, 9:45 p.m. \*Uris Hall Auditorium. "Top Dog" (1979), directed by Felika Falk, with Jerzy Stuhr, Slawa Kwasniewska, Wiktor Sadecki. Discussion with Polish director Falk after screening.

### Saturday

Apr. 24, 7:30 p.m. \*Uris Hall Auditorium. "Top Dog."

### Sunday

Apr. 25, 4 p.m. \*Uris Hall Auditorium. "The Troupe" (1978), directed by Avi Nesher, with Gidi Gov, Meir Swissa, Gali Atari, Liron Nirgad, Chelli Goldenberg. Co-sponsored by Hillel.

Apr. 25, 8 p.m. \*Uris Hall Auditorium. "Macbeth" (1972), directed by Roman Polanski, with Jon Finch, Francesca Annis, Martin Shaw. Co-sponsored by the English Department.

## Lectures

### Thursday

Apr. 15, 12:20 p.m. 102 West Ave. Southeast Asia Program Thursday Luncheon Seminar: "Deciphering Thai Alphabets: From Manuscript to Computer Graphics," John F. Hartmann. Bring your lunch, coffee, tea and cookies will be provided.

Apr. 15, 4 p.m. Morrill 111. Southeast Asia Program: "Linguistic and Cultural Presuppositions in Communicating with Refugees," John F. Hartmann.

Apr. 15, 4:30 p.m. Ives 217. Western Societies Program: "Desertion and Crime in Rural France during Revolutionary and Napoleonic Wars," Professor Alan Forrest, University of Manchester, England.

Apr. 15, 7:30 p.m. Stimson G-1. Jordani: Natural History Society: "The Natural History of Costa Rican Agoutis," Winnie Hallwachs.

Apr. 15, 8 p.m. Uris Hall Auditorium. Preston Thomas Memorial Lecture Series in Architecture: "The Architecture of Good Intentions - Towards a Possible Retrospect," Colin Rowe.

**Apr. 15, 8:15 p.m.** Uris Hall 202. Women's Studies Public Events Committee Panel Discussion: "Is Heterosexuality Compulsory? Perspectives on Homophobia." Sandra Bem, Professor, Psychology/Women's Studies and Director of the Women's Studies Program; Nancy Bereano, Editor, Feminist Series, The Crossing Press; Isabel V. Hull, Assistant Professor, History; Lauren Joichin, student, Cornell Law School; and Kathryn March, Assistant Professor, Anthropology/Women's Studies.

#### Friday

**Apr. 16, 3 p.m.** Uris Hall Auditorium. Lecture by James Stirling, British architect and winner of the Pritzker Prize. Sponsored by the Council on the Creative and Performing Arts, the College of Architecture, Art and Planning, and the Cornell Association of Student Architects.

#### Saturday

**Apr. 17, 10 a.m.** Goldwin Smith Hollis E. Cornell Audit. An Asian American Unity Conference: Keynote speaker: Rocky Chin. "Asian Americanism."

**Apr. 17, 10 a.m.** Goldwin Smith Hollis E. Cornell Audit. Asian American Unity Conference: "Interracial Marriages Among Chinese, Japanese, and Koreans." Harr H.L. Kitano.

**Apr. 17, 1:45 p.m.** Goldwin Smith Kaufmann Auditorium. Asian American Unity Conference: "Employment Prospects for Asians in the 1980's." Betty Lee Sung.

**Apr. 17, 2:45 p.m.** Goldwin Smith 236. Asian American Unity Conference Workshop: "Japanese Redress and Reparations." Asian American Legal Defense and Education Fund.

**Apr. 17, 2:45 p.m.** Goldwin Smith 246. Asian American Unity Conference Workshop: "Oral Histories of a Chinatown Community." Asian American Research Institute.

**Apr. 17, 2:45 p.m.** Goldwin Smith 248. Asian American Unity Conference Workshop: "Health Care in Asian Communities." Chinatown Health Clinic.

**Apr. 17, 2:45 p.m.** Goldwin Smith 258. Asian American Unity Conference: "Stereotypes." Rocky Chin.

**Apr. 17, 4:30 p.m.** Goldwin Smith Kaufmann Auditorium. Asian American Unity Conference Panel Discussion. Moderator: Dean Thac Chaloehtiarina.

#### Sunday

**Apr. 18, 12 noon** North Campus Union Conference Rooms. Workshops repeated.

#### Monday

**Apr. 19, 4:30 p.m.** Ives 110. Program on Science, Technology, and Society: "The Politics of Occupational Health and Safety." Tony Mazzocchi, International Representative, Oil, Chemical and Atomic Workers. Co-sponsored by the School of Industrial and Labor Relations.

**Apr. 19, 4:30 p.m.** Goldwin Smith Kaufmann Auditorium. The Religious Studies Program Series: "Abraham, Isaac, and Euthyphro: What Does God Have to Do with Morality?" Professor Norman Kretzmann, Cornell.

**Apr. 19, 4:30 p.m.** A.D. White House Guerlac Room. Society for the Humanities: "The Pursuit of Art in Dostoevsky's 'House of the Dead.'" Robin Feuer Miller, Harvard Russian Research Center; Fellow, Society for the Humanities.

**Apr. 19, 7:30 p.m.** Anabel Taylor One World Room. America and World Community Series: "Man's Treatment of Self (Educating the Whole Global Project)." Dean David Drinkwater.

#### Tuesday

**Apr. 20, 2:30 p.m.** Goldwin Smith 220. "Modern Czechoslovak Fiction: The Fruitful Tradition." Professor Josef Skvorecky, Czech novelist and Professor, University of Toronto, (Visiting Professor, Columbia University, Spring 1982). Dept. of Russian Literature and Committee on Soviet Studies Lecture. Open class of Russian Literature/Comparative Literature 389.

**Apr. 20, 4:30 p.m.** Goldwin Smith Kaufmann Auditorium. Dramatic Recitation and Film by Christian Casares, actor and fellow of the Commission for Cultural Exchange between Spain and the U.S. "Andanzas de un comico dos poetas del XV." Film documents the

actor's travels with a 15th century 'carro de comedias' or movable stage through towns of Cuenca and Andalusia. Texts of Jorge Manrique and Jua del Encina. Sponsored by the Department of Romance Studies. In Spanish.

**Apr. 20, 7:30 p.m.** Anabel Taylor Founders Room. "The Family and Social Change." Ed Rain, Professor of Family Studies. Sponsored by the Eco-Justice Project, Anabel Taylor.

**Apr. 20, 7:30 p.m.** Clark 700. "Wittgenstein on Rules and Private Language." Saul A. Kripke, Professor of Philosophy, Princeton University, and A.D. White Professor-at-Large. First of two lectures.

**Apr. 20, 8 p.m.** Ives 120. Preston H. Thomas Memorial Lecture Series in Architecture: "The Architecture of Good Intentions - Towards a Possible Retrospect." Colin Rowe.

#### Thursday

**Apr. 22, 12 noon-1:30 p.m.** Veterinary College Hagan Room. "Climate Change: Its Social Implications." Douglas A. Paine, Associate Professor, Agronomy, Cornell. Sponsored by The Campus Club of Cornell University.

**Apr. 22, 7:30 p.m.** Clark 700. "Wittgenstein on Rules and Private Language." Saul A. Kripke, Professor of Philosophy, Princeton University and A.D. White Professor-at-Large. 2nd of two lectures.

**Apr. 22, 7:30 p.m.** Stimson G-1. Jordan: Natural History Society: "Mushroom Defense in a Hostile (and Hungry) World." Dr. Scott Camazine.

**Apr. 22, 7:30 p.m.** Goldwin Smith Hollis E. Cornell Auditorium. "Women and Religion: The Crisis of Conscience." Sonia Johnson, author of 'From Housewife to Heretic.' Women's Studies Public Events Committee.

#### Friday

**Apr. 23, 4 p.m.** Goldwin Smith 24. "James Ensor and German Expressionism." Jane Block, Assistant Professor, Dept. of Art History, University of Wisconsin-Milwaukee. Sponsored by the History of Art Department.

#### Thursday

**Apr. 15, 5 p.m.** Uris Hall 202. Student Assembly meeting.

#### Sunday

**Apr. 20, 12:15 p.m.** B8 Roberts Hall. Employee Assembly.

## Music

**Collegium Musicum To Perform**  
The Cornell Collegium Musicum will give a free public concert at 8:15 p.m. Saturday, April 17, in Barnes Hall.

Under the direction of Cornell music professor John Hsu, the ensemble of 17 instrumentalists will play a program of English music of the 16th and 17th centuries on cornetto, recorders, krumphorns, viols and harpsichord.

The composers of the varied selections are Anthony Holborne, Thomas Campion, Robert Johnson, John Jenkins, William Byrd, Orlando Gibbons and others.

#### Saturday

**Apr. 17, 8:15 p.m.** Barnes Hall. Cornell Collegium Musicum directed by John Hsu. Program of English Renaissance music.

#### Thursday

**Apr. 22, 8:15 p.m.** Barnes Hall. Cornell Graduate Composers. Festival Chamber Ensemble.

#### Saturday

**Apr. 24, 8:15 p.m.** Barnes Hall. DMA Recital: works of David Conte and Mark Taggart.

## Poetry Readings

#### Wednesday

**Apr. 21, 8 p.m.** Goldwin Smith Hollis E. Cornell Audit. Robert Chasen Poetry Reading. John Hollander, Professor of English, Yale University. Sponsored by Department of English.

## Religion

**Every Fri., 5:30 p.m.** Anabel Taylor Founders Room. Shabbat Conservative Service.

**Every Fri., 5:30 p.m.** Anabel Taylor

Chapel. Shabbat Reform Service.

**Every Fri., 7:30 p.m.** 106 Eastern Heights Drive. Baha'i fireside discussion. For details call 273-4240.

**Every Fri., 1 p.m.** Anabel Taylor Edwards Room. JUMA Prayers organized by the Muslim Educational and Cultural Assoc. of Cornell.

**Every Sat., 9:15 a.m.** Anabel Taylor Edwards Room. Shabbat Orthodox Service.

**Every Sat., 9:45 a.m.** Anabel Taylor Founders Room. Shabbat Conservative Service.

**Every Sat., 5:15 p.m.** Anabel Taylor Auditorium. Catholic Eucharist.

**Every Sun., 9:30 a.m.** Anabel Taylor Chapel. Episcopal Eucharist Worship Service. Nursery and Church School provided. Faculty and students welcome. Coffee hour after.

**Every Sun., 9:30 & 11 a.m.** Anabel Taylor Auditorium. Catholic Eucharist. Church school and nursery provided.

**Every Sun., 9:45 a.m.** Anabel Taylor Edwards Room. Ithaca Society of Friends (Quakers) adult discussion followed by meeting for worship at 11 a.m.

**Every Sun., 10 a.m.** Straight North Room. Korean Church at Cornell.

**Every Sun., 11:15 a.m.** Anabel Taylor Chapel. Protestant Church at Cornell. Coffee and conversation after.

**Every Sun., 5 p.m.** Anabel Taylor Auditorium. Catholic Eucharist.

**Every Thurs., 7 p.m.** Anabel Taylor Founders Room. Christian Science Organization Testimony Meeting. Faculty and students welcome.

**Every Sunday, 4:30 p.m.** 401 Thurston Ave. Wesley Student Fellowship meets for fellowship and supper. New people always welcome.

#### Thursday

**Apr. 15, 8 p.m.** Anabel Taylor Chapel. Sacred Movement

**Apr. 18, 3 p.m.** Anabel Taylor Founders Room. Lecture/Recital, Ben Steinberg, Canadian composer.

#### Tuesday

**Apr. 20, 8 p.m.** Anabel Taylor Chapel. Folksong Concert: "Songs On the Way, Songs From the Heart." Mark Klemperer.

#### Thursday

**Apr. 22, 8 p.m.** Anabel Taylor Chapel. Sacred Movement

Workshop/Demonstration - Maurice Halton.  
The Festival of Religion and the Arts is sponsored by Cornell United Religious Work and the Center for Religion, Ethics and Social Policy.

#### Sunday

**Apr. 18, 11 a.m.** Sage Chapel. Convocation: Ben Steinberg, musician, composer of Jewish music; Director of Music, Temple Sinai Congregation, Toronto, Ontario, Canada.

#### Sunday

**Apr. 25, 11 a.m.** Sage Chapel. Convocation: Nancy Gaenslen, Adviser, Friends (Quakers), Cornell.

## Seminars

**Agriculture & Life Sciences:** "Cancer Immunotherapy on Naturally-Occurring Carcinomas." Stephen J. Kleinschuster, Utah State University, 4 p.m. Tuesday, April 20, 101 Bradford Hall.

**American Indian Studies Program/Rural Sociology:** "Native Americans in Contemporary Canada: Issues of Policy and Research." Katie Cooke, Department of Indian and Northern Affairs, Government of Canada, 12:20 p.m. Monday, April 19, 32 Warren Hall.

**Atomic & Solid State Physics: Theory Seminar:** "Is There Some Evidence for a Quantum 'Phase Transition' in the 2-D Electron Liquid (MOS, GaAs, e-He)?" Philip Platzman, Bell Laboratories, 1:15 p.m. Thursday, April 15, 701-702 Clark Hall.

**Atomic & Solid State Physics: Solid State Seminar:** "The Nematic to Smectic A Phase Transition: An Unsolved Problem Revisited." Peter Pershan, Harvard University, 4:30 p.m. Tuesday, April 20, 700 Clark Hall.

**Biochemistry:** "Structure and Assembly of RNA Tumor Viruses," Volker

Vogt, 4:30 p.m. Friday, April 16, 204 Stocking.

**Biochemistry:** "The Protofilament Arrangements in vitro Assembled Microtubules and Tubulin Sheets," 12:20 p.m. Monday, April 19, 125 Riley Robb.

**Chemistry:** "Dissecting the Cytoskeleton with Antibodies," Martin Raff, University College London, 11:15 a.m. Thursday, April 15, 200 Baker. A part of the 1982 Bioorganic-Biophysical Chemistry Lectures on Immunological Strategies.

**Boyce Thompson Institute:** "Molecular Biology of the Persistence of an Insect Virus in Lepidopteran Cell Cultures," John Burand, 3:15 p.m. Wednesday, April 21, BTI Auditorium.

**CAPE:** Topic to be announced. Kelvin Lancaster, Columbia University, 4 p.m. Thursday, April 15, 498 Uris Hall.

**Chemical Engineering:** "Diffusion of Asphaltenes Through Micropores," John L. Anderson, Carnegie-Mellon University, 4:15 p.m. Wednesday, April 21, 145(A) Olin.

**CRESP/English:** "Is Miltonic Militancy Militarism?" Mary Ann Radzinowca, 4:30 p.m. April 15, Temple of Zeus, Goldwin Smith Hall. Part of "Reflections on War and Peace in Poetry" seminar series.

**Ecology & Systematics:** "Selective Forces and the Evolution of Breeding Strategies in Birds," Raleigh Robertson, Queens College, Kingston, Ont., 9:05 a.m. Friday, April 16, 119 Stocking. Robertson will also speak on "Who Helps Whom, and Why: Cooperative Breeding in the Bell Miner, an Australian Honey-eater," at 10:10 a.m. that day in 233 Plant Science.

**Ecology & Systematics:** "The Coexistence of Sparrows: A Reexamination of Community Theory," H. Ronald Pulliam, SUNY, Albany, 9:05 a.m. Wednesday, April 21, 119 Stocking. Pulliam will also speak on "The Cultural Evolution of Helping Behavior," at 4:30 p.m. that day in the 4th Floor Conference Room, New Biological Sciences Building.

**Floriculture & Ornamental Horticulture:** "Report on Recent Trip to China," Lisa Earle, 12:15 p.m. Thursday, April 15, L.H. MacDaniels Room, 37 Plant Science.

**Floriculture & Ornamental Horticulture:** "The U.S. Cultivated Thymes: A Problem in Horticultural Taxonomy," Harriet B. Flannery, 12:15 p.m. Thursday, April 22, L.H. MacDaniels Room, 37 Plant Science.

**Food Science:** "The Effects of Vegetable Glucosinolates on the Rat Hepatic Polysubstrate Monooxygenase System," Kenneth Miller, 4:30 p.m. Tuesday, April 20, 204 Stocking Hall.

**Geological Sciences:** "Energy, Resource Quality and Economic Systems," C. Hall, 4:30 p.m. Tuesday, April 20, 205 Thurston Hall.

**JUGATAE:** "Interspecific Competition Among Natural Enemies and Its Relevance to Multiple-Species Introductions in Biological Control," L.E. Ehler, University of Calif. at Davis, 4 p.m. Thursday, April 15, 100 Caldwell.

**JUGATAE:** "Insects in the Carboniferous with Special Reference to the Protorthoptera," Laurie Burnham, 4 p.m. Monday, April 19, 100 Caldwell.

**JUGATAE:** "Ecosystem Design as a Management Alternative for Crop Protection," D.L. Haynes, Michigan State University, 4 p.m. Thursday, April 22, 100 Caldwell Hall.

**Materials Science and Engineering:** "Chemistry and Electronics of Metal/Semiconductor Interfaces," L. Brillson, Xerox, 4:30 p.m. Thursday, April 15, 140 Bard Hall.

**Materials Science and Engineering:** "Novel Metallic Surfaces by Directed Energy Methods," C.W. Draper, Western Electric-ERC, 4:30 p.m. Thursday, April 22, 140 Bard Hall.

**Mechanical and Aerospace Engineering:** "Field Testing of Wind Turbines," Robert E. Akins, Sandia National Laboratories, Albuquerque, N.M. 4:30 p.m. Tuesday, April 20, 282 Grumman.

**Mechanical and Aerospace Engineering/Operations Research and Industrial Engineering:** "World Trends in Computer-Integrated Manufac-

turing." Eugene Merchant, Cinicnati Milacron, Inc., 4:30 p.m. Thursday, April 22, 282 Grumman.

**Microbiology:** "Cloning of a Thermophilic Endocellulase Gene," David Wilson, 4:30 p.m. Thursday, April 15, 124 Stocking.

**Microbiology:** "The Streptococcus lactis ML3 Conjugation System: Cell Aggregation and Recombinant Plasmids," Patricia Walsh, Eastern Regional Labs., 4:30 p.m. Thursday, April 22, 124 Stocking.

**Natural Resources:** Title to be announced. Charles Kerfoot, 4 p.m. Thursday, April 15, 304 Fernow Hall.

**Natural Resources:** "Chemical Communication in Lampreys: A Possible Mechanism for Population Control." Peter Johnsen, Monell Chemical Senses Center, 4 p.m. Thursday, April 22, 304 Fernow Hall.

**Natural Resources/Ecology & Systematics/International Studies/Lab. of Ornithology:** "Development Constraints to Conservation," Albert Printz, U.S. Agency for International Development, 2:30 p.m. Monday, April 19, 135 Emerson Hall.

**Neurobiology & Behavior:** "Acoustic-vestibular Studies of Neotropical Treefrogs: It's Just a Matter of Time," Peter Narins, UCLA, 4:30 p.m. Wednesday, April 21, Langmuir Lab.

**Neurobiology & Behavior:** "The Function of Song Repertoires in Swamp and Song Sparrows," William A. Searcy, The Rockefeller University, 12:30 p.m. Thursday, April 22, Langmuir Laboratory.

**Ornithology:** "Antagonistic & Mutualistic Relationships Between Mushrooms and Animals," Scott Camazine, 7:45 p.m. Monday, April 19, Stuart Observatory, Sapsucker Woods.

**Pharmacology:** "The Dopamine Receptor: A Multiple or Unitary Concept," Robert Grenville Van Buskirk, Harvard University, 4:30 p.m. Wednesday, April 21, Pierre A. Fish Lab. D-105 Schurman Hall, Vet College.

**Physiology:** "Propagation of Epileptic Discharge: The Role of Subcortical Structures as Determined by Reversible Cooling," E.L. Gasteiger, 4:30 p.m. Tuesday, April 20, G-3 Vet. Res. Tower.

**Plant Biology:** "The Control of Vascular Differentiation in Coleus," David Bruck, 11:15 a.m. Friday, April 16, 404 Plant Science.

**Plant Pathology:** "Botanical Epidemiology: Its Perspective, Point of View and Uses," R.D. Schein, Penn. State, 4:30 p.m. Tuesday, April 20, 404 Plant Science.

**Pomology:** "Powdery Mildew Resistance in Malus," James C. Gallott, 11:15 a.m. Monday, April 19, 114 Plant Science Building.

**Psychology:** "Memory and Decision Making," Reid Hastie, Northwestern University, 12:45 p.m. Friday, April 16, 205 Uris. Hastie will also speak on "Inside the Jury" at 3:30 p.m. that day in G-94 Uris.

**Statistics:** "Goodness-of-fit Tests for Sparse Tables of Categorical Data," Daniel Zelterman, SUNY Albany, 3:15 p.m. Wednesday, April 21, 105 ILR Conference Center.

**Toxicology:** "Pulmonary and Extra-Pulmonary Effects of Oxidant Air Pollutants," Bernard Goldstein, Rutgers Medical School, 12:15 p.m. Friday, April 16, N207 MVR.

**Vegetable Crops:** "Embryo Culture and Somatic Hybridization of Tomatoes - A Multi-media Presentation," D. Sanders, 4:30 p.m. Thursday, April 15, 404 Plant Science.

**Vegetable Crops:** "Cover Crops for Beets," S. Gayton, 4:30 p.m. Thursday, April 22, 404 Plant Science.

## Sports

#### Thursday

**Apr. 15, 4:15 p.m.** Schoellkopf. Men's Varsity B Lacrosse-Ithaca College.

#### Friday

**Apr. 16, 4 p.m.** Kite Hill. Men's Tennis-Yale.

#### Saturday

**Apr. 17, 10:30 a.m.** Alumni Field. Men's Varsity B Lacrosse-Hobart.  
**Apr. 17, 1 p.m.** Schoellkopf. Men's

Track-Pennsylvania.

Apr. 17, 2:30 p.m. \*Schoellkopf. Men's Varsity Lacrosse-Cortland.

Apr. 17, 2 p.m. Kite Hill. Men's Tennis-Brown.

#### Monday

Apr. 19, 4:30 p.m. Schoellkopf. Men's Varsity B Lacrosse-Canton.

#### Tuesday

Apr. 20, 3:30 p.m. Hoy Field. Men's Baseball-Ithaca College.

#### Wednesday

Apr. 21, 3:30 p.m. \*Schoellkopf. Men's Varsity Lacrosse-Yale.

Apr. 21, 3:30 p.m. Alumni Field. Women's Varsity Lacrosse-Colgate.

Apr. 21, 4 p.m. Kite Hill. Men's Tennis-Binghamton.

Apr. 21, 4:30 p.m. Schoellkopf. Women's JV Lacrosse-Colgate.

#### Saturday

Apr. 24, 10:30 a.m. Schoellkopf. Men's Varsity B Lacrosse-Farmingdale.

Apr. 24, 1 p.m. Hoy Field. Men's Baseball-Yale (2).

Apr. 24, 2 p.m. \*Schoellkopf. Men's Varsity Lacrosse-Hobart.

#### Sunday

Apr. 25, 10 a.m. Flood Control Inlet. Women's Crew-Ithaca College.

Apr. 25, 1 p.m. Hoy Field. Men's Baseball-Brown (2).

## Theater

Thurs. through Sat.

Apr. 15-17, 8:15 p.m. \*Straight Theatre. John O'Keeffe's "Wild Oats." A popular 18th Century theatre farce, rediscovered recently after centuries of neglect. An actor/playwright known as the English Moliere, O'Keeffe's joyous, sunny-natured theatre piece reflects the themes of his time with a language all its own.

Apr. 15-17, 8:15 p.m. \*Lincoln Drummond Studio. "Alice in Wonderland," The Manhattan Project, directed by Kevin Cotter. A special adaptation of the story.

Thurs. through Sat.

Apr. 22-24, 8:15 p.m. \*Lincoln Drummond Studio. "Alice in Wonderland," The Manhattan Project.

## Graduate Bulletin

Students who expect to complete requirements for advanced degrees by May 21, 1982 should fill out the Provisional Commencement List form available at the Graduate School. Deadline for submission of the form is April 23, a week from tomorrow. May 21 is the deadline for submission of all materials for a May degree. No exceptions to this deadline will be made.

**REMINDER:** Graduate faculty representatives should submit their nominations for 1982 Graduate Summer Fellowships (general and special categories) to the Fellowship Office, 116 Sage Graduate Center, by tomorrow, April 16.

**REMINDER:** Nominations for the 1982 Liu Memorial Award must be submitted by the graduate faculty representatives to the Graduate School by Monday, April 19. Only one candidate may be submitted by each field.

**REMINDER:** Special Committee chairs must submit graduate student applications for 1982 Graduate Summer School Tuition Awards, together with their statement of support, to the Fellowship Office by April 23.

Graduate students who are successful in the 1982 Graduate Summer Fellowship Competition and the 1982 Graduate Summer School Tuition Award Competition should be notified by the second week of May. Lists of recipients will also be sent to the graduate faculty representatives then.

There will be a free wine and cheese get-together for married students and single parents on Saturday, April 24 from 4:00 to 6:00 at Uris 202. Child care will be provided free of charge. Call 256-4221 to make your reservations.

## CIVITAS

**ARTS AND CRAFTS; MODERN OR JAZZ DANCE; STORY-TELLING AND PUPPETRY:** Downtown youth center seeks leaders and helpers in all these activities for the five weeks left in the semester. After-school program for elementary school children, any day, Monday-Friday, 3-5 p.m.

**CO-FACILITATORS FOR WORKSHOPS SPONSORED BY THE OFFICE OF THE DEAN OF STUDENTS:** Are sought now to help lead groups centering on varied issues, such as shyness and self-esteem, next fall. Sign up now for an interview. Training sessions to start about August 27 for 3 days. Two-hour workshops will take place afternoons or evenings and will last about 7 weeks. EARS training, listening skills and experience with groups helpful but not necessary. Come to CIVITAS, and we will put you in touch.

**TUTOR FOR HIGH SCHOOL MATH 11:** Help needed for student who is free to be tutored at the high school on Monday or Wednesday, 9-9:45 a.m. or Wednesday, 1:45-3:15 p.m.

**RESEARCH PROJECT IN NEIGHBORHOOD ISSUES:** Offers volunteers an opportunity to become research assistants and gain experience in interviewing and primary data collection. Training will be provided. Work to start immediately and continue through April. The schedule can be flexible, and the downtown location is convenient.

**WOULD YOU BE FREE TO PROVIDE CHILD CARE AND/OR ENTERTAINMENT FOR CHILDREN OF CORNELL GRAD STUDENTS?** While their parents attend a get-together on Saturday, April 24, from 4-6 p.m. Approximately 12 children will need to be cared for in Willard Straight Hall, infants to 5 years old. You will be asked to attend a planning meeting also at a time to be determined.

**FRIENDLY VISITORS TO THE ELDERLY ARE NEEDED:** For folks who live in convenient locations in Ithaca. One person is blind, lives in Titus Towers and needs someone to help her shop in the nearby Grand Union supermarket once a week. This is a volunteer opportunity you can fill according to your free time on a flexible, mutually satisfactory schedule.

**STUDENT VOLUNTEERS SOUGHT TO WORK AS OFF-CAMPUS COUNSELORS:** With new and transfer students in August, to assist them in dealing with their housing situations. Must be able to attend two training sessions, May 6th and yet-to-be-determined date in August. Specific responsibilities as an OC counselor will include several two-hour assignments between Aug. 16-31 to provide information to incoming students and serve as their counselor and resource person. To sign up, call 256-5373 or 256-4131, or come to CIVITAS, 119B Anabel Taylor Hall.

**HEARING IMPAIRED HIGH SCHOOL STUDENT NEEDS ASSISTANCE:** Student who has difficulty hearing what goes on in class requires help in 4th year French and Western Civilization. Also catch-up attention in Math 11. Help could be provided by different volunteers for each subject and could take place any weekday, 1:45-2:30 p.m. at the high school or later in the afternoon on the Cornell campus.

**CHILDCARE CENTER IN DOWNTOWN ITHACA HOPES TO FIND HELPERS:** To assist in caring for small children and/or lead an activity such as music and art. Best times are between 9-12 on Tuesday, Thursday or Friday mornings. This is a very flexible opportunity so that you may help once or twice or on an irregular schedule as long as it is prearranged.

**VOLUNTEERS WITH STANDARD FIRST AID CERTIFICATION (RED CROSS COURSE):** Needed to accompany Girl Scouts on weekend campouts. You will leave Friday evening for one or two nights. Come to CIVITAS office to tell us when your free weekends are this spring.

**CLASS OF LEARNING DISABLED**

**8TH GRADERS:** Needs helpers in math class, any weekday, from 10:45-11:30 a.m. You need a car to get to this middle school, but CIVITAS can provide one for your use any day except Wednesday.

**VOLUNTEERS TO WORK WITH ABUSED WOMEN:** Are sought by local support group for battered women. You must be over 21 and planning to be in Ithaca over the summer. Interviews are required, and training will take place during the last week in April.

**TO OFFER YOUR HELP:** Come to CIVITAS, 119B Anabel Taylor Hall, Mon., Wed. and Fri., 9-3; Tues. and Thurs., 10-2.

## Sponsored Programs

The Office of Sponsored Programs, 123 Day Hall, 6-5014, wishes to emphasize that the information in this column is intended for post-doctoral research unless otherwise indicated.

### NATIONAL ENDOWMENT FOR THE HUMANITIES

**Fellowships for Independent Study and Research** - These fellowships are for scholars and other interpreters of the Humanities who can make significant contributions to humanistic thought and knowledge. Applications are welcome from faculty members and from others who work in the humanities, from people with broad humanistic interests as well as from scholars working in specialties. Maximum stipend is \$25,000. Projects should run six to twelve months. Deadline for applications: June 1, 1982. Award announcements will be made in early December. For further information and application materials write to the Division of Fellowships and Seminars, Mail Stop 101, National Endowment for the Humanities, 806 15th Street, N.W., Washington, DC, 20506.

### Challenge Grant Program

The Challenge Grant Program assists institutions in which the humanities play an important role to improve or to sustain their quality and to achieve financial stability by stimulating new and increased support from non-Federal sources. Grants are made on a matching basis, and for each Federal dollar awarded institutions are required to raise three dollars in new or increased donations. For copies of the new

Guidelines, write: Challenge Grant Guidelines, Mail Stop 351, National Endowment for the Humanities, Washington, DC, 20506.

Deadline is September 1, 1982. Fund-raising campaigns in anticipation or on condition of an award may begin on or after March 1, 1982.

### U.S. DEPARTMENT OF EDUCATION

**U.S. Department of Education announces Undergraduate International Studies and Foreign Language Program** - Funds to be awarded to institutions, or combinations of institutions, to plan, develop, and carry out a comprehensive program to strengthen and improve undergraduate instruction in international studies and foreign languages. Projects designed to integrate undergraduate studies with master's degree programs are also eligible for support. Applicants may propose to:

- initiate a global studies program or a program focusing on a single world area and its languages,
- develop a program focusing on issues or topics, such as environmental studies or international business,
- combine the teaching of international studies with professional or pre-professional training,
- integrate undergraduate studies with master's degree programs,
- combine international studies with teacher training programs.

Program should include plans to initiate courses in international studies in the first year of the grant period, and to improve or expand instruction in foreign languages. Program should be comparative and interdisciplinary in nature, and strengthen linkages among disciplines and professional fields. While primary focus should be on curricular improvements, proposed comprehensive program may include:

- conferences, seminars, symposia, workshops, special lecture series, etc.,
- training of faculty members in foreign countries,
- placing American faculty members in internships with international associations or governmental and non-governmental organizations in the U.S. or abroad,
- introducing and testing new curricular materials, including self-instructional materials in foreign languages.

Additional information is available at the Office of Sponsored Programs. A tentative deadline of May 21, 1982 has been set for new applications. It is anticipated that a total of \$500,000 will be available to fund 10-12 new projects.

### THE NEW YORK STATE HEALTH RESEARCH COUNCIL

The New York State Health Research Council invites Health-related Research Proposals - they encourage innovative proposals related to:

- prevention of illness by citizen education, behavior modification, etc.,
- maintenance of good health through research on vaccines for communicable diseases, including venereal diseases,
- prevention of alcohol or drug abuse,
- prevention of mental retardation and mental illness,
- public or consumer protection, including environmental or other current or potential hazards to the general public or to specific subgroups such as persons employed in a particular area,
- oral and dental research,
- basic research with potential value in meeting above-listed problems.

The Council invites three types of grant proposals:

- post-doctoral fellowships,
- junior investigatorships,
- small Seed-Money Grant Awards (\$7,500 max.)

Deadline for submission: June 1, 1982. Award period: on or after October 1, 1982. Additional information available from the Office of Sponsored Programs, 123 Day Hall.

## Barton Blotter

A total of \$2,600 in cash and valuables including a \$1,400 ring were stolen on campus during the period April 5 through 11 according to the morning reports of the Department of Public Safety.

In addition there were an increased number of cases of criminal mischief reported, 11 in all amounting to some \$270 in damages.

The ring was reported stolen from a room in Balch Hall. Other thefts included a \$300 dictaphone taken from an office in Malott Hall.

A brief list of thefts includes: a ski jacket, \$200; money and concert tickets, \$59; cash from campus store, \$103.40; jacket and wallet, \$37; purse and camera, \$75 and a ski jacket, \$100.

Damages in the criminal mischief cases included: a bicycle, \$55; broken window Ives Hall, \$40; six sink handles in men's room at North Campus Union, \$80 and a metal door at Baker Laboratory, \$70.

## Asian American Conference Planned

Cornell's Asian American Coalition will sponsor a three-day conference, "Towards an Asian-American Identity for the 1980s—Future Hopes and Personal Perspectives," April 16-18.

The conference will begin with registration at 7 p.m. Friday, April 16, in Upson Hall Lounge. A reception for registrants is scheduled for 9 to 10 p.m. that day, also in Upson.

At 10 a.m. Saturday, April 17, Rocky Chin, professor of Asian

American studies at Hunter College and community activist in New York City's Chinatown, will give the keynote address—"Asian Americanism"—in Hollis E. Cornell Auditorium.

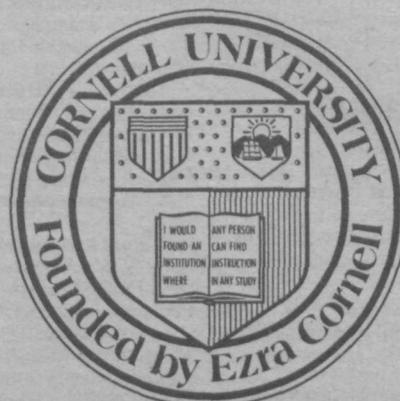
At 11 a.m. that day, also in Hollis E. Cornell Auditorium, Harry H.L. Kitano, professor of sociology, author of "Japanese Americans," and researcher from UCLA, will speak on "Interracial Marriages Among Chinese, Japanese and Koreans."

Betty Lee Sung, professor of Asian American studies at City College and author of "Mountain of Gold: Story of the Chinese in America," will speak at 1:45 p.m. Saturday in Kaufmann Auditorium, Goldwin Smith Hall.

At 2:45 p.m. that day, several workshops will be held in Goldwin Smith Hall: "Japanese Redress and Reparations," in 236 Goldwin Smith; "Oral Histories of a Chinatown Community," in 246 Goldwin Smith; "Health Care in Asian Communities," 248 Goldwin Smith; "Stereotypes," in 258 Goldwin Smith. The workshops will be repeated at noon on Sunday, April 18, in various conference rooms, North Campus Union.

A panel discussion will take place at 4:30 p.m. on Saturday in Kaufmann Auditorium. Thak Chaloemtiarana, a visiting fellow in Cornell's Southeast Asia Program, will serve as moderator.

For further information and a complete schedule of conference activities, contact June Pang, 272-1709.



# 3-Day Nutrition Institute Planned Here June 3, 4

More than 350 nutrition and health professionals are expected to take part June 3 and 4 in Cornell's biennial Nutrition Institute. Theme of 1982 Institute is "Nutritional Challenges in Health Promotion." Topics the first day, June 3, deal with heart disease prevention; the role of exercise in the management of diabetes, obesity and hypertension; nutritional strategies in cancer prevention and therapy; polyunsaturates; diet and disease prevention for the practitioner; and potential health hazards of caffeine. On June 4, presentations will cover the new biology and its implications; applications of new biology in increasing the efficiency of animal

production and its implications for human nutrition; nutrition research; and the politics, policies and new directions of health promotion issues.

Members of the faculty in the Division of Nutritional Sciences and other departments at Cornell, the University of Vermont College of Medicine, and the federal Food and Drug Administration will make presentations.

The keynote address, "What Will Be the Sound of Our Trumpet? A Perspective on Nutritional Challenges," will be delivered by Marjorie Devine, professor of nutritional sciences. Also scheduled to speak is David Axelrod, state commissioner of health.

Pre-registration for the Institute can be completed by contacting Martha Mapes, nutritionist for Cooperative Extension and chairperson of the biennial institute, 377 Martha Van Rensselaer Hall. The registration fee is \$30 per person, which includes two meals; housing is additional. Deadline for registration is May 21.



## Avian Disease Lab Opens

The Department of Avian and Aquatic Medicine at the College of Veterinary Medicine has officially opened its new Specific Pathogen Free (SPF) Poultry Breeding Facility on Snyder Hill.

Located near the P. Philip Levine Laboratory for Research on Avian Diseases, the facility will be used to raise three genetic strains of

chickens which are free of all known avian pathogens, including three types of virus known to be capable of causing cancer. Offspring of the SPF chickens will be used in cancer-related research at Cornell.

The SPF Poultry Breeding Facility is a one-story, seven-room building with three pen areas for growing and mature birds. Because poultry will be raised in an SPF environ-

ment, access to the building is carefully restricted and all personnel must shower and change streetwear upon entering the building. Positive air pressure, gradually decreasing from pen areas to peripheral storage areas, controls the filtered air flow.

The new facility was funded in part by a grant from the National Institutes of Health.

# Employee Trustee, Assembly Candidates' Statements

Following is a list of candidates for the Employee Assembly and Employee Trustee and their campaign statements. There are seven one-year vacancies for Employee Assembly and one two-year term Employee Trustee seat. Employee ballots will be sent Friday, April 19, and should be returned to the Office of the Assemblies, 165 Day Hall, by 5 p.m. Wednesday, May 5. All ballots must be submitted in a sealed envelope. The outside envelope will require the printed name and signature of the voter. If the envelope does not contain this information, the ballot will be voided. Voting will be by the Hare System.

The following are candidates for Employee Trustee:

**Marilyn K. Cook:** "I have been involved with Cornell since 1969. I have worked as a nurse, served on the Tompkins County Cooperative Extension Nutrition Education Program Committee and the Tompkins County 4-H Program Committee. As an elected member of the Employee Assembly I have served the University Assembly, the Benefits Committee and the Cornell Recreation Club Steering Committee. Cornell gives me the opportunity to improve ourselves and the environment we work in. By serving as employee trustee, I shall use that opportunity to contribute to a better future for all of us. Anything we challenge ourselves to do, whether it's a growing concern for Day Care Services for employees in need of it, transportation issues, a recreation club for employees etc., anything can be accomplished by working together as a team. I feel that employees are an important part of the University Community. As an employee trustee, I would like to see the awareness and sensitivities of all employees maintained through better communications between the Employee Assembly, the University Assembly, the Cornell Board of Trustees and the whole university community. Vote for me as employee trustee and I will keep you informed of matters before the board that are of concern to employees and vice versa. Please vote."

**Charles I. Parkin:** "I have been an employee of Cornell University for over 20 years. In this short time as manager of Helen Newman Bowling Center I

have met new people and made new friends. Being in contact with employees from all over campus, I hear many of their problems. As employee trustee I hope that I could convey them to the proper people to help resolve the problem. My position as manager of the bowling center gives me a high degree of accessibility for all employees both day and night. I am also a member of the Cornell Recreation Club Steering Committee. I feel that being already involved in the club would give me a head start in one area in which an employee trustee is most responsible. This will be an important vehicle to promote better employee relations all over campus, which is my main goal if elected."

**Patricia Lalonde:** "Having worked as a non-exempt employee in both endowed and statutory units, I am aware of the common concerns of employees on both sides and would work to help find solutions. I would like to be your voice on the Board of Trustees to narrow the gap in communication between management and working level employees—airing your ideas would help me better serve you if elected. I have the time, energy and enthusiasm to serve you. Your concerns would be my concerns and we would work together. All votes are important. Please take the time and mail your ballot today!"

**John A. Bentkowski:** "I believe that employee representation on the Board of Trustees is an important way of communicating our opinions and concerns to the Board of Trustees. Like you, I have a commitment (16 years) to Cornell University and with this commitment I want to make it a better place to work. Some progress has been made, but there is still more to be done in the areas of wage improvements, wage differences, grievances and personnel practices, and also in the area of friendships formed by knowing each other and the jobs we do. Not only am I familiar with the employment aspects of working for Cornell University, but through my job I know in detail the Cornell lands, properties, and their uses. This can be useful information for not only the Trustees but also for the Employee Assembly in their discussions about employee recreational facilities. I would like your vote. Only through your vote can I do what I believe is important for us, the university employees. Biography: B.S. at SUNY Buffalo, Master Work at Cornell University 1955-57; resident of Ithaca 32 years, 16

years at Cornell as Research Tech. (3 yrs.) Tech. Associate/Research Support Specialist (3 yrs.), Manager of Real Estate (10 yrs.), worked as a farm hand, mechanic, H.S. Teacher and Teacher of Union Apprentices."

The following are running for Employee Assembly:

**George Peter:** "For 12 years self governance systems have worked to make Cornell a better place to study and to be employed. I have been involved in the process all that time and am impressed with the results. The contribution of time has been more than repayed by the privilege of working with some very wonderful, dedicated and talented people. Four terms on the Cornell Senate and its executive committees, three terms on the Board of Trustees and service on several committees has gained me experience to better serve you. It also demonstrates commitment to Cornell and to Cornell employees. You are entitled to know my position on the unionization issue: It is my strong conviction that the Cornell Administration and the Board of Trustees are committed to providing good employee relations at Cornell (this includes salary and benefit considerations.) I am convinced, therefore, that it is not in the best interests of employees to assign a part of their salary, time and privileges to a third party to act in their behalf."

**Mary Jamison:** "I live in the Trumansburg area and graduated from high school there. I've worked in John M. Olin Library since 1964, where I started as an A-10 typist. I've changed jobs several times within the Library system which has brought me to my present CP grade. This proves to me that there are opportunities for advancement at the University. I've had an education that is immeasurable monetarily, while learning on-the-job the many complex procedures that it takes to run a library such as Olin. I've had the opportunity of serving on the Employee Assembly the past year and found it to be a rewarding, effective and important experience. It is worth all the work and time it takes to keep up with the many changes concerning employees. I'd like the opportunity to continue what I consider an important service for my fellow employees and to continue in what has been an important year for employees at the University. In all the years I've been here, I've never seen such effective representation for the employees of Cornell. Let's keep it

up by voting promptly for the persons of your choice."

**Michael Ellis:** "Throughout the past year, I have served employees as a member of the Employee Assembly's 'Committee on Personnel Policies.' I would be honored to serve you in the future as a member of the Employee Assembly. During my tenure, the 'Committee on Personnel Policies' has addressed several issues of concern to employees. For example, the University's Grievance Procedure, the establishment of the new 'Employee Assistance Program', Long Term Disability, Group Life Insurance, Voluntary Accidental Death & Dismemberment Benefits, Overtime Policy, Cornell Children's Tuition Scholarship Policy, Retirement, Vacation and Sick Leave Policy are all matters which the committee effectively dealt with in the past 12 months. For more than six years, I have served Cornell University as a member of the Unions and Activities staff. Prior to that, I was employed in the Department of Residence Life. In that time, I have become aware of and sensitive to many of the concerns of our dedicated and diverse employee population. If selected to serve as a member of the Employee Assembly, I shall use that opportunity to help build a better future for each of us."

**Kurt Edelman:** "I'm Kurt Edelman, a short order cook in Willard Straight Dining. I worked at the University Press before I transferred to Willard Straight. Last December, I was elected as a zone representative by my co-workers in the service and maintenance unit, UAW. As a member of the employee assembly, I intend to look out for the interests of all non-exempt employees. I think that means letting everyone know about matters which affect them. I want to hear your ideas, and if you have a question, I'll answer it, or try to find someone who can. Please feel free to call me at home at 272-4240. Please be sure to vote. Thanks."

**Joan Lockwood:** "My name is Joan Lockwood; I have been a clerical employee at Cornell for five years this May. I am presently an administrative aide in the Office of Transportation Services. I am concerned with the quality of work life for all employees, particularly non-exempt staff members, and would most like to see improved wages and career opportunities. An issue of great concern to me is Cornell's responsibility to the

children of employees. I am a single parent of two young children, and am aware that many employees have children in day care situations. I am very interested in determining whether a contribution toward day care would be a significant benefit. I have been involved in campus governance for about three years as a member of the Committee on the University as an Employer and Employee Assembly (EA). I worked with a day care committee, the EA charter committee, "NetWorking" and (this year) the EA committee on the Cornell Children's Tuition Scholarship. The EA can provide significant recommendations to the administration as they make decisions that affect everyone's daily lives. The strength of the EA in the next years will be in the number of well informed members who can work with Personnel Services and other offices."

**Marlene Reitz:** "Mother of 3 teenage boys. Clerical worker for 8 years, 4 at Cornell, presently as accounts assistant. Have been involved with many organizations off campus, as well as on, promoting a better living environment for community residents. I chose to run for an employee seat because of a strong interest in employee's working environment and a desire to open up communication between employees and the Administration."

**Harold S. Martin, Jr.:** "Hi, I'm Hal Martin, a gardener in the Department of Floriculture and Ornamental Horticulture at the Test Gardens. I have six years of service including six months on Grounds and one year with Care of Buildings. I have had some experience representing employees since I was elected as a zone representative by service and maintenance employees in the UAW. I believe that all employees deserve to be informed about issues which affect them. As your representative, I'll work to make sure that you stay informed, and I'll see that your questions get answered. If you have any questions, please call me at 257-3137."

**Lottie Johnson:** "I have worked at Cornell University for 17 years. My job is preparing diets for metabolic studies and working in the DNS Animal facility. I feel that as a non-exempt member I could represent my fellow employees and present to the Employee Assembly some of the feelings that a worker in my position might have about the policies of Cornell."

# Bulletin of the Faculty

March 10, 1982  
110 Ives Hall

The Speaker, Russell D. Martin, called the meeting to order at 4:34 p.m. with 55 members eventually in attendance. He called on Kenneth Greisen, Dean of Faculty, for his report.

## 1. REPORT OF THE DEAN

Dean Greisen said today's meeting was one at which the members would listen and discuss various matters, but not attempt to legislate them. At the April meeting there will be a few items of business requiring action by this body and he urged members to attend.

The second item the Dean wished to comment on was the exam schedule, which was distributed last week. It is no longer valid because of a slight error by the computer. The number of conflicts involved were in the thousands. A new schedule will be available for distribution on March 12.

The Speaker asked for any additions or corrections to the minutes of the December 9 meeting. Hearing none, the minutes stood approved as distributed.

The Chair next called on Associate Professor David C. Heath, Operations Research and Industrial Engineering, and Chairman of the Committee on the Professional and Economic Status of the Faculty.

## 2. INFORMAL REPORT ON POSSIBLE ADJUSTMENTS IN FACULTY BENEFITS

Professor Heath stated he had been asked to give an informal report on some of the deliberations that the Professional and Economic Status Committee had engaged in concerning fringe benefits. He noted that the Chairman of the Committee for the previous semester was Professor Harold Bierman but that he did not feel that it was likely that he could persuade him to come and give this talk, since he has resigned from the committee, having been asked to serve as Associate Dean of the Business School.

He continued: "In considering fringe benefits, there seem to be two conflicting goals. One is to get as much net pay to the faculty and employees as possible, which in turn tends toward trying to have as many things as possible be considered fringe benefits because they then come out of pre-tax earnings. On the other hand, very few fringe benefits seem to be distributed equally among faculty members or in proportion to their pay. And thus questions of the fairness of distribution of the benefits tend to make you feel that very few things should be fringe benefits. We have tried very carefully over the last semester to think up fringe benefits which could be added which would be clearly in the interest of the entire faculty. There are a couple of items where that seems clearly to be the case, and we've suggested that these be added to the list of fringe benefits. One is the long term disability insurance which we all pay. I don't know exactly how it's calculated. It seems to be proportional to salary, roughly speaking. The premium is paid partially by Cornell but mostly by the employees and faculty. It comes to maybe half a percent of your salary. If it were paid ahead of taxes, it would net you maybe an additional quarter of a percent of your salary, which isn't very much but nonetheless it's something which is essentially free. All these issues are, however, very complicated in that there are tax consequences for the people who receive the benefits if the entire premium were paid by Cornell. But even though the entire benefit would then be taxed, presumably the recipient would then be in a lower tax bracket and some of it is excludable, etc., so that it seems pretty clear that the entire faculty would benefit if Long Term Disability were paid as a fringe benefit.

"Life insurance is another situation. It seems pretty clear that it would be beneficial to the faculty if the life insurance paid for by Cornell were increased. Currently, according to figures by Gary Posner, Director of Personnel, about 80% of the faculty buy additional life insurance above the one-half times salary which is paid for by Cornell. Since

it's hard to imagine that any employee of Cornell could be in a tax bracket where (by the time you count Social Security, the State taxes and Federal taxes) the incremental tax rate is less than the 35%, it would seem that the net pay of all faculty would essentially rise, if Cornell paid one times salary, up to \$50,000 (even if you felt that the 20% who didn't buy life insurance would get zero benefit). If Cornell were to buy more than \$50,000 in insurance, the premium paid for the extra amount would be taxable to the faculty member. Thus we have recommended that the life insurance be increased to one times salary up to \$50,000. These two benefits, it would seem to the Committee at least, would be desirable even if the money to fund them were taken straight out of the salary pool, because you're just giving less away to the government.

"Another benefit which is a little more controversial, perhaps, is the health insurance. Only about 72% of the faculty have family health insurance. As you probably know, the individual health insurance is currently paid entirely by Cornell. Cornell also pays about 65% of the family coverage, so it's heavily subsidized. Unfortunately, between this year and next, the cost of that program will rise about 35%. It did about the same thing last year. We were consulted about what fraction of that increase Cornell should pick up and what fraction should be passed along to faculty members to take out of their after-tax pay. We suggested, since there are 28% of the faculty who would not see any benefit at all in increasing the percentage that Cornell pays for the family coverage, that Cornell continue to pay the same fraction that they've paid in the past, i.e. that Cornell continue to pay entirely the individual coverage and pay 60 or 65% of the family coverage.

"Those all seem to be moderately non-controversial fringe benefits. However, we have still had a difficult time in selling some of these to the people that we need to sell them to. I'm not quite sure why. Apparently, it's likely that the health insurance will continue to be covered in the same percentage it has been in the past and at present, and although it's not certain, it looks as though the University will not pick up the long term disability and the life insurance. I believe they are still under discussion, so it could still happen.

"The hottest issue, which we've talked about for about two years, and which I've saved for last, is the Cornell Children's Tuition Scholarship Program (CCTS). As you probably know, if children of faculty members attend Cornell, the faculty member doesn't have to pay the tuition. What you usually think of as tuition is composed of two things - tuition and fees - and I don't quite understand what the fees are, but they amount to 20% or so of the total. So essentially, it amounts to an 80% scholarship at Cornell, in the endowed units (considerably less in the statutory ones). The scholarship to students who go elsewhere is \$1000, which it's been, as I understand it, for 15 years. The effect of that \$1000 has clearly shrunk. This is one case in which inflation has helped the University a little bit - it has been a benefit which has been paid out in constant dollars. We feel that it is undesirable that the benefit is fixed in dollars and especially that it is fixed at \$1000, and we've looked at several alternatives. One alternative is to just leave the program alone, but then the disparity between the scholarship for a student who comes to Cornell and the student who goes elsewhere will get even worse over time than it is now. Presumably the \$1000 will eventually be worth nothing. Thus something has to be done or the program will just disappear for students who go elsewhere.

"Another alternative which has been suggested to us is that the program be eliminated altogether. If it were to be eliminated, I think it's commonly agreed that 'grandparenting' would take effect and thus those people who are currently covered by the program would remain covered. This seems undesirable to some

of us, even though it isn't us we're talking about. It's new faculty members, if 'grandparenting' works. The faculty, I think, really feel that they ought to be able to send their kids to college. It's a difficult thing to do on a faculty member's salary, and it's getting more difficult all the time. A lot of faculty do like the program and would like to see it continue even for new faculty. The deans whom we consulted seem to feel that the program is very helpful in recruiting people and that it is not unreasonably expensive. The cost of the program next year, if the program stays the same, will be about \$3.2 million according to the figures that Institutional Planning has given us. There are, however, faculty members who would prefer to see the program abandoned because of the unequal distribution of the benefits. The childless, dependentless person gets no benefit from the program, and a person with lots of children can get very large benefits. It's difficult to weigh the inequity question. There certainly are people, even among the faculty, who would like to see the program abolished.

"Another alternative would be somehow to raise the payment to students who go places other than Cornell. One suggestion has been that it could be raised to half the tuition of other places. Our committee has made a comprehensive proposal about rule changes in terms of waiting periods and how much the benefit should be. The committee proposal was that the benefit remain about 75% for students who go to Cornell, which is about what it is now, and that it be 50% for students who go elsewhere. Institutional Planning has calculated the cost of this program just for next year would rise by about \$1.3 million, which is 30 or 40% of the current cost, if the proposal of our committee were adopted. Presumably in the long run, more students will be influenced by this change to go other places which may make the program cheaper, but for next year, many students are already here and they're probably not going to transfer if the program is changed.

"There has been a committee of deans formed to study this issue, and they seem to feel that half tuition for both students who go to Cornell and those who go elsewhere might be a fair compromise. If that were instituted, and if there were still 'grandparenting', then next year's cost would still be \$1.2 million higher than this year's cost because presumably most of the students who are here would continue here. But in the long run, it could lower the cost. There's even been some discussion, and I hate to report this because it's a difficult matter, of exactly what 'grandparenting' means. In other words, what is the current commitment to faculty members who are here and who are currently enrolled in the program. Is it a certain fraction of tuition and fees? Or is it tuition - where tuition and fees can be determined independently by anybody? I don't know that anybody really knows what it is. If there were to be set up two alternative programs, each one would have to be carefully defined and I'm not sure the current program is carefully enough defined that we would know what it was going to be.

"Those are some of the things we've been talking about. We've been talking about other things that relate to fringe benefits, but I won't take any more of your time now."

The Speaker opened the floor for questions.

Professor Heinz B. Biesdorf, Consumer Economics and Housing, said that at the time he started at Cornell a former colleague, now professor emeritus, showed him a letter asking for more equal distribution of benefits by some kind of a point system. Quoting from her letter, "while other people are getting faculty benefits for their children, she could park her car way into the 21st century."

Professor Heath replied that there are systems which work in that way. These are called "cafeteria systems". He stated: "A cafeteria system offers vari-

ous different benefits together with points or costs attached to the benefits, and one can choose which benefits one wishes. Although cafeteria programs seem highly desirable, the tax status of such a system is not quite clear. It may be that the government will want to tax benefits if a person has a choice. There are also problems in terms of administering the program not only in keeping track of who chooses what but in educating persons about those choices. I believe that the Benefits Office right now has a difficult time explaining to people exactly what choices they currently have."

Professor Franklin E. Huffman, Modern Languages and Linguistics, asked what the current policy is on receiving CCTS benefits while a faculty member is on study leave or sabbatic?

Professor Heath said there is a booklet which has just been prepared on CCTS, available from Benefits. He said that he did not know, however, what the exact answer to this question was, and asked if anyone else knew.

Provost W. Keith Kennedy replied that during a sabbatic leave, the benefits are in effect. During a leave of absence without salary, only one semester is covered.

Professor Jay Orear, Physics, said he believes that the IRS is more liberal on these things some years than others. Why isn't the Cornell University administration willing to take full advantage of it in those years when it is more liberal? If the University could give 100% scholarships and IRS would allow that at least during that period, why doesn't the University take advantage of it? The same applies to health and life insurance.

Professor Heath said he didn't know the answer to that question. Certainly the ups and downs would be hard to handle.

Dean Greisen indicated that he wished to answer a portion of that question. He stated: "With regard to the taxing of the CCTS benefit, it hasn't been that the IRS has been on and off. They have not taxed it yet, but the Counsel's office says that it is a matter of hanging on by one's teeth. The legal basis for having it untaxed is not very secure. IRS made an attack last year on all fringe benefits as to their tax liability. Fortunately many large corporations, not just educational institutions, would have been seriously affected by that development. To reply to Professor Orear's other question about the University going as far as it can in figuring the net saving to all for the same total expenditure of money, of the people present at this meeting certainly not more than 5 or 10% know what their total compensation is. For example, a few years ago the University picked up the single medical coverage, which was an increase in fringe benefits amounting to a substantial expense to the University as health costs rise. Do employees really want to have the benefits paid for by the University and will they remember that it's part of their salary, or do they just pay attention to the fact that their net pay only goes up by a small percentage?"

Professor Heath said the Committee on the Professional and Economic Status has asked the Benefits Office to send out to each person a statement of exactly what his or her fringe benefits are. This is not a very costly process, and it's done at many other places. It seems to make sense that people really notice when they compare one job to another or one salary to another, what it is they're getting here. Also people apparently don't pay much attention to exactly what their fringe benefits are, and may therefore select inappropriate levels for some voluntary expenditures.

Associate Professor Alan K. McAdams, B&PA, asked if people could be informed as to whether a fringe benefit is before tax and also is one in which the whole community benefits. If it's a matter of people not understanding that they're better off under these conditions, they should really be informed.

Professor Heath agreed that an effort

should be made to inform people exactly what the benefits are.

Assistant Professor Barbara L. Peckarsky, Entomology, asked if the committee has considered tuition waivers or scholarships for spouses?

Professor Heath said it has been discussed. One of the difficulties even with CCTS is that the definition of a child is not clear. The definition of spouse would seem to be even less so. Anything which increases the total cost is going to be hard to sell. The Committee did not talk about it very much, but he invited those who had feelings about it to contact him in writing.

Professor Orear said he gathered from Dean Greisen's answer to his question that he suspects that the faculty as a whole might not want these full tax-free benefits. He asked Professor Heath if his committee would consider a faculty referendum asking whether the maximum benefits would be wanted or not. Professor Orear said his guess is that the faculty would vote overwhelmingly, yes.

Professor Heath said some of the benefits are inequitable, the CCTS benefit being one of them. Those with no children understand that average salaries are lower because of the CCTS program. Professor Heath said he wasn't sure what questions to ask on a referendum, but invited Professor Orear to discuss any ideas he might have with him.

Professor Louis J. Billera, Operations Research and Industrial Engineering, asked to what extent would spots occupied by faculty children be occupied by students from outside not receiving financial aid?

Dean Greisen said the estimate of cost depends on the fact that we do have quotas and we still have plenty of applicants to fill all of the available positions. If we didn't have our own children here they would be filled by other students. Any replacement students who came in would be eligible for the same distribution of financial aid as those we're admitting anyway.

The Chair thanked Professor Heath for his report and then called upon the Provost, W. Keith Kennedy, for a report of likely features of the 82-83 budget and faculty Salary improvement program.

## 3. 1982-83 BUDGET AND FACULTY SALARY IMPROVEMENT PROGRAM

Provost Kennedy began: "First, a brief update on the 1981-82 budget. It does look as though there will be an excess of income over expenditures for this year and we've had no end of suggestions on how to spend the extra money. There are a couple of cautions that I have to emphasize. Unrestricted annual giving may be down this year, anywhere up to \$800,000. We don't anticipate it being that large a drop but it could certainly be in the neighborhood of \$400,000 to \$500,000. We did not have the extra giving at the end of the year that we anticipated with the change in the tax laws. The uncertain economy was probably one of the factors. Another downward pull or demand against what might be called excess is in the distribution of indirect costs on salary recoveries to the units. That doesn't mean that money goes out of the system but rather that it is not available for use by the University Administration. To explain that more fully, you will recall a couple of years ago there was pressure on the part of the University to increase the amount of salary recovery obtained from grants and contracts. Neither the investigator nor the deans were very anxious to move along that route as long as there was no benefit. So we agreed that any salary recovery could remain with the schools and colleges. That was applauded for a few moments, and then the investigators and the deans realized that we were still collecting overhead on the recovered salaries. This decreased their incentive to include after salary recovery in grant requests. So in a moment of generosity or foolishness we said we will not only return the salary recovery but also the indirect costs on that salary recovery."

Continued on Page 11

## Latin Weekend Celebration April 21-25

The Fourth Annual Latin Weekend celebration will be held here April 21-25. The events are sponsored by Cornell's La Asociacion Latina in conjunction with the Third World Student Programming Board and several other Cornell groups.

The celebration will open at 2 p.m. Wednesday, April 21, with a Pena in the Memorial Room, Willard Straight Hall. Percussion ensembles from Ithaca College and Cornell will perform and there will be a presentation by the Uhuru Kumba Dance Ensemble.

At 7:30 p.m. that day in Kaufmann Auditorium, Goldwin Smith Hall, there will be a workshop on "The Present State of Nicaragua," sponsored by CUSLAR.

Puerto Rican nationalist, Irving Flores, will give an address on "Current Political Issues in Puerto Rico," at 8:30 p.m. Thursday, April 22, in Kaufmann Auditorium.

"Memories of Underdevelopment," the first feature film from post-revolutionary Cuba to be released in the United States, will be shown at 8 p.m. Friday, April 23, in the Multipurpose Room, North Campus Union. The film received an award from the National Society

of Film Critics for "outstanding cinematic achievements."

A traditional Spanish dinner will be served at 6 p.m. Saturday, April 24, in the One World Room, Anabel Taylor Hall. After the dinner there will be a dance at 10 p.m. in the auditorium of Martha Van Rensselaer Hall.

Tickets for the dinner, at \$3.50 each, are on sale at the Willard Straight Hall Box Office. Admission for the dance will be \$3.50 at the door. Music for the dance will be provided by Buzz-Dazz Productions and Sociedad '76.

At 1 p.m. Sunday, April 25, there will be a Spanish Catholic mass in Anabel Taylor Auditorium.

Helen Rodriguez, associate director of pediatrics at St. Luke's Roosevelt Hospital, will speak on "Puerto Rican Women and Reproductive Rights," at 3 p.m. Sunday in the Temple of Zeus, Goldwin Smith Hall.

## 'All-American' Festival

Continued from Page 2

Saturday program. Conte, assistant conductor of the Cornell Glee Club, will direct that ensemble in the premiere of his latest work, In Memoriam Nadia Boulanger, a tribute to the late world-famous French teacher and musician. With the composer as pianist, Taggart will be saxophone soloist in a movement from Conte's Sonata (1978). The concert also includes Conte's String Quartet (1980). Both Conte and Taggart are composition students of Professor Karel Husa at Cornell.

Visiting soloists will present the three recitals scheduled for Monday, Tuesday and Wednesday evenings, April 26-28. Cellist Uitti will play a recital of American music Monday evening (April 26) featuring compositions by Cornell Professor-emeritus Robert Palmer, one of her own selections, as well as others. Yvar Mikhashoff will play two programs of American piano

music Tuesday and Wednesday (April 27, 28) ranging from Ives to the present.

The spring festival will conclude with the Tremont Quartet performing string quartets of Quincy Porter, Robert Palmer and James Willey. The Tremont Quartet, which has appeared at Cornell on several previous occasions, is in residence at the State University Colleges at Geneseo and Brockport.

This 14th annual year-long festival is being presented by the Department of Music, with assistance from the Cornell Council of the Creative and Performing Arts, Cornell alumnus Sidney Cox and Meet The Composer, Inc., which is supported by the New York State Council on the Arts, National Endowment for the Arts, and a number of foundation and corporate gifts. The concerts have been arranged by Stucky and the Contemporary Music Festival committee.

## Faculty Bulletin

Continued from Page 10

You collectively seem to be doing very well on salary recovery and as a result the amount of salary recovery is greater than estimated while the total grants are not. Therefore, the total indirect costs remain as estimated but the amount distributed back to the schools and colleges probably will be about \$200,000 higher this year. Again, that's good money and it's available to the schools and colleges but not to us.

There are other areas that we see in using this so-called excess. I should point out, however, that until the fiscal year is over, we don't start spending the money because it's still all based on projections, not a realization. One such expenditure would be the completion of the biological sciences building, costing about \$200,000 more than anticipated. I quickly rise to the defense of the people on that expenditure. We tried a system of fast tracking. If you'll remember the Cornell Sun said the second floor was going to be built before the foundation was put in. However, we weren't able to fast track it that rapidly. It was a matter of completing the drawings and working with a construction manager ordering steel, moving ahead with construction long before the final drawings were ever completed and submitted for the usual round of bids. With the rapid inflation cost we keep being assured that we have saved at least a million dollars on that building, but needless to say there have been many anxious moments because we never knew what the final cost would be. When you view the square footage in the building and the cost, it looks like we made a wise decision to 'fast track'. Nevertheless, it looks as though our final cost will be some \$200,000 higher than our last estimate.

Another area scheduled for improvements is Uris Library to the tune of approximately \$115,000 above currently available allocations.

We also have several Life Safety projects: Tjaden Hall, Sibley Hall and Wing Hall for a total of approximately \$100,000. We hope to provide another increment of funds for library acquisitions. We wish to continue the renovation of Rockefeller and Goldwin Smith Halls and we intend to set aside one million dollars for emergency loans to students to offset the drastic cuts in financial aid. Again, all of these must be viewed as very tentative until the outcome of the fiscal year is known.

Now let's turn to 82-83. What are the priorities? One is to keep the tuition and other costs as low as possible and still meet other pressing needs of the institution. Ideally tuition would be kept at roughly the rate of inflation. We also plan to improve the salaries of faculty

and staff in relation to peer institutions. We also will try to continue to meet the financial need of all of our students. We want to allocate additional funds to the library system to begin the restoration of its strength to the level that we enjoyed in the late 1960's and early 1970's. We need to continue the renovation of outmoded facilities including the replacement of outdated and worn out equipment. Finally we hope to have a modest pool of funds available for the improvement of academic programs, such as the writing program, the training of TA's, and many other items.

Now what are the realities? As much as we'd like to keep tuition low it looks to us as though it will probably increase by almost 14%. We hope to hold it under 14% - but that is very much contingent upon whether or not there is a decrease in what is known as the Bundy money or state aid to higher institutions. I'll come back to that in a moment.

The compensation program will be increased by 12%. We are projecting an inflation rate of about 8%, and thus there is a sizeable increase above the rate of inflation for compensation. I have to emphasize however that approximately 1.3% of this increased compensation will be to cover the increased costs of fringe benefits, primarily health benefits. These costs have increased enormously and we either pass them on to you or we pick them up. And it's going to cost about 1.3% out of the compensation pool. This salary program for the endowed units is certainly far more attractive than what the statutory colleges have experienced in 81-82, or currently expect for 82-83. The state is proposing a 9% salary improvement program. That doesn't sound too bad, but it certainly is not as good as the 12% in total compensation or the net salary increase of 10.7% for the endowed units. But that's only part of the story. In fact, that's the favorable part of the story. The state is also talking about having a mandatory salary deferral program. Under this program an employee will receive his or her paycheck one day late for the first pay period, two days late for the second pay period - these are working days - three days late for the third period. In other words, for ten pay periods, an employee will receive nine paychecks instead of ten. The good news is that when you resign or retire it is paid to you at your salary level at that time. Thus it is mandatory deferred compensation. If you don't need the money it isn't so bad. For many it is a loss of much needed current income. We are attempting to have Cornell faculty and staff excluded from the 'lag' salary program.

We intend to increase financial aid from the general purpose funds by 18%

This is not adequate to meet the cutbacks that are projected in federal funding but we think it will at least provide a reasonable package.

Funds for library acquisitions will be increased by 13%. I don't know what the rate of inflation on library materials will be in 1982-83. They have been substantially above this level, and so at best we will probably hold our ground with the 13% increase in acquisitions.

We will have at this time a very small pool of uncommitted funds which will be available for supporting selective programs assuming that there are not some other losses. I mentioned the Bundy money because we do receive a sizeable amount of funds from the State of New York to the endowed units, and there is before the legislature a proposed cut in the Governor's budget that would bring about a million dollar reduction for Cornell - \$300,000 to the Medical College and about \$700,000 to Ithaca. There's another dark cloud and that is a cutback in the indirect costs paid by NIH. They have proposed that instead of paying the agreed-upon NIH indirect costs, that they'll reduce it by 10% or only pay 90% of the indirect costs. That would represent roughly a million dollar reduction to the University. So you can see there's hanging over our heads about a 1.7 million dollar loss as far as the Ithaca campus is concerned. We are rather optimistic that the Bundy money will be restored. I really don't have a good assessment in regard to the indirect costs from NIH.

Well, that is the situation. I'll be pleased to answer any questions that you might have.

The Speaker opened the floor to questions.

Professor Yervant Terzian, Astronomy, asked if the Provost had any idea what peer institutions were doing for their faculty for next year?

Provost Kennedy replied: "No. At the last meeting that I had with the provosts of the large universities - Stanford, Chicago, Harvard, Yale, Princeton, Columbia, Cornell - MIT was not able to attend the meeting - each of them said they were behind their peer institutions in salary adjustments and intended to try for a 2% above the inflation rate increase. That was in November. We will be meeting again at the end of March and I'll be interested to see what the statements are then. But 2% above the inflation rate appeared to be the going signal."

Professor Robert Zall, Food Science, asked what kind of reply might the Provost give to the state people in making so generous a proposal?

The Provost replied he wished he knew exactly how to reply. "We're trying to

emphasize the desirability of maintaining equity on the Cornell campus in that all of our employees, faculty and staff, are employees of Cornell University, not the State of New York. We hope that this can be taken into consideration, but it's complicated. The effort to get an exception is complicated in that at the same time we are trying to secure a special adjustment for the faculty in the statutory colleges on the ground that over the past we have gradually slipped behind the salaries at the state university centers by a significant amount. In fact on the average it's \$1500 less, and we are not prepared to yield in any way that the quality of the faculty of university centers is equal to, let alone superior to, the faculty at Cornell. At the same time as we are trying to press for this special consideration for additional salary increases, this deferred proposal comes along and we must ask how many times can we ask for an exception. Certainly if I had to make the trade-off between getting a significant increase in the base salary versus having to have deferred compensation, I'd go for the increased base salary. If you feel otherwise, tell me right away because this is going to be our position. We are still going to try to press for special consideration. We'll also talk about and discuss the unfairness of the deferred salary plan. It's not easy to muster compelling arguments because I think if you were in Albany you would not appreciate hearing repeatedly that Cornell is different and thus should not participate in cutbacks, 'lag' salaries, etc."

Professor Billera said over the years it appears that tuition and financial aid increases are more important to the Administration than faculty salary considerations. What measures of faculty discontent might it take for the Administration to consider that this is an important topic?

Provost Kennedy said salaries were placed high on the priority list last year, adding that in the end the University didn't do as well as it would have liked. The Provost continued: "I didn't see many faculty members helping me out last year when there was the outrage on the tuition increase, which was, in terms of absolute dollars, not out of line with peer institutions. It happened to be high on a percentage basis because we had been lower in absolute level. This year in looking at other institutions, we think that we are pushing the tuition up at a rate comparable to other institutions and it appears to us as of the moment that our salary improvement program will be significantly better than both the private and many of the public institutions. So I think we are going to make headway this year. It still is a high priority, but a

cutback of \$1.6 million in financial aid poses problems. Are we going to the admit-deny scheme? We're going to have self-help packages this year of probably \$3200, \$3700, and \$4200. (Note the size of the self-help component of financial aid has been changed since FCR meeting.) That is what the student has to provide during the coming year. In addition they have to come up with summer earnings. Of the academic year self-help, about \$1350 is expected to be derived from work study, and the rest from loans. Again, if we can round \$1350 to \$1400 for those receiving a \$4200 self-help package, that requires \$2800 a year in loans. Certainly we hope that we are listening closely to the students, but I don't think we are listening only to them. There is no item collectively that I hear as much about from faculty, including salary adjustments, as I do about the space problems. Many people may be satisfied with the space they're in, but I haven't heard from them. The laboratories are out of date and there's not enough space. Retaining an outstanding faculty depends upon having adequate library facilities, and adequate at this institution means very, very good library facilities, adequate computing facilities and modern laboratories. Thus while salaries are important, also the facilities are, and we're always trying to balance these conflicting priorities."

Professor Billera asked to what extent the administration tried to direct alumni giving towards the University's real needs?

Provost Kennedy replied that top priorities for annual giving and major gifts are: compensation for faculty and staff, financial aid and increased support for the library.

Professor Mary Beth Norton, History, said the History Department is concerned about the situation of the libraries and that she was concerned by the Provost's statement that the increase will only amount to 13% as opposed to what they have been getting - 25%. Inflation is going to catch up.

The Provost said he agreed with her and personally would like to allocate appreciably more money. An extra \$200,000 was put into the library this year. He said the administration is hopeful that another \$200,000 would be allocated at the end of this year, thereby raising the increase significantly. An advisory council has been formed for the library - not to advise, but to raise money.

There being no further questions for the Provost and no items of business to come before the body, the meeting adjourned at 5:35 p.m.

Respectfully submitted,  
Joseph B. Bugliari, Secretary

# Brief Reports

## Management Club To Honor Miller

The Cornell members of the Ithaca Chapter of the International Management Council will honor Joan Miller, newly installed president of the Ithaca IMC, at a luncheon Monday, April 19. Miller is administrative supervisor in the Sections of Plant Biology and of Genetics & Development.

Other honored guests will include past presidents from the Cornell community and new members for the 1982-83 year. The Ithaca IMC is an affiliate of the YMCA and is active in educational and management training programs. Any Cornell supervisory/management person interested in membership may contact Grace Saatman, Office for Research, 263 Roberts Hall.

## Creative, Performing Applications Now Open

Applications for creative and performing arts projects for 1982-83 are being accepted by Cornell's Council of the Creative and Performing Arts. Application deadline is May 3.

Students and staff are eligible for individual grants of up to \$500 for projects to be completed and presented (exhibited/performed) within 12 months. The awards, which are to cover costs of materials, are for art projects not primarily concerned with course work or research.

The CCPA also provides grants for group projects. These grants, which may be proposed in writing by Cornell students, faculty and staff at regular council meetings, are intended to support cultural activities that are not part of the

regular academic responsibility of individual departments.

These projects must have a public interest and may include theater and music productions, exhibitions, poetry and prose readings, literary and critical journals, multi-media programs and visiting artists.

For application information contact: Jean Locey, art/photography; Thomas Leavitt, art/museum; Elisabeth Meyer, art/painting and sculpture; Walter Slatoff, creative writing; Edward Murray or Steven Stucky, music; Simon Williams, theatre arts; Don Fredericksen, film; Peter Saul, dance; Werner Goehner, architecture; Gret Atkin, design and graphics; or Anna Geske in the CCPA office in the Andrew D. White House.

## Sailing Team Plans Showing of Films

The university's large-boat sailing team will sponsor a free showing of the film "Shape of Speed II" by North Sails, a sail manufacturer, on Saturday, April 24, at 7 p.m. in the Robison Room of Schoellkopf Hall.

The film covers the latest in "state of the art" sail trim for large-boats, tacking and jibing maneuvers, and scenes of West Coast sailing. An entertainment film on sailing will also be shown. Sailing books and refreshments will be on sale with the proceeds going to the team.

## Militarism Is Topic Of Seminar Series

"Reflections on War and Peace in Poetry" is the title of a seminar series scheduled for 4:30 p.m. Thursdays this month in the Temple

of Zeus, Goldwin Smith Hall. The series is co-sponsored by Centerpeace, a project of CRESPE, and the Department of English.

The presentations, according to Tom Oden '82, will combine short talks by Cornell faculty members with discussion sessions.

Oden also said that the purpose of the series is to identify how the poets of various historical periods addressed the problem of militarism.

"We will attempt to find out what can be learned from earlier artists as we face the growing threat of war in our time from nationalistic struggles in places such as El Salvador or the mideast to the global peril of the nuclear arms race," Oden said.

The speakers and their topics are:

—April 15: "Is Miltonic Militancy Militarism?" Mary Ann Radzinowicz, professor of English.

—April 22: "The Poetry of the American Civil War: Whitman, Dickinson and Melville," Debra Fried, professor of English;

—April 29: "Chivalry Against Technology: The Poetry of the Great War," Jon Stallworthy, professor of English.

## Ornithology Laboratory Plans Book Sale

Books, journals, magazines, reprints and pictures will be available at the Laboratory of Ornithology's annual book sale, scheduled this year from April 22 to 25. The sale of ornithological and natural history material benefits the library at the public facility, which is located at 159 Sapsucker Woods Rd., Ithaca.

Hours of the sale are 8:30 a.m. to 5 p.m. Thursday, April 22; 8 a.m. to 4 p.m. Friday, April 23; and 10 a.m. to 5 p.m. Saturday and Sunday, April 24 and 25.

All materials offered at the sale are used. Persons wishing to donate materials to the sale may bring them to the Laboratory of Ornithology before or during the sale.

## Suicide

The death of Cornell student Mark A Norris, 20, whose body was discovered Sunday afternoon in Fall Creek Gorge below the Stewart Avenue bridge, was ruled a suicide Monday by Tompkins County Medical Examiner, Dr. Manuel Posso.

# Humanities Society Elects 7 Fellows

Two faculty fellows and five junior fellows in the Society for the Humanities for 1982-83 have been announced by Eric A. Blackall, director of the society.

All seven fellows will offer seminars related to the society's focal

theme for the year, "The Relations Between the Humanities and Politics."

Faculty fellows are released from normal university and departmental responsibilities for the year and are expected to spend most of their time in research and writing.

The faculty fellows are Susan Buck-Morss, assistant professor of political theory, and John Najemy, associate professor of history.

Buck-Morss has published articles on Piaget, Norbert Elias, Adorno and Walter Benjamin. Her seminar in the fall term will be "Cultural History as a Subversive Activity." In the spring term she will employ a Benjaminian approach to the consideration of 19th century Paris.

Najemy's field is in medieval and Renaissance Italian history. He has written on electoral politics in Florentine history of the late Middle Ages. His seminar at the society will be on "The Language(s) of Politics in the Renaissance."

The five junior fellows, all selected from outside of Cornell to spend one or two semesters here, are Barbara Bono of the University of Michigan, David Lieberman of Cambridge University, Mary Lydon of the University of Wisconsin in Milwaukee, Henry Munson of the University of California at Santa Barbara and Barbara Reeves of Harvard University.

Bono received her Ph.D. in English from Brown University in 1978. Her seminar will study the alliance of sexuality and power in major plays by Shakespeare.

Lieberman's major interest is social and political thought of the Enlightenment. His seminars will deal with two styles of moral and social inquiry developed in the 18th century: Scottish moral science and self-interest and social theory. Lydon's specialization is in

## The Week in Sports

# Teams Will Compete in 17 Events

After poor weather conditions forced several teams to take a break from their busy schedules last week, the Cornell spring sports season resumes with a full slate of action this week. Big Red athletic teams will compete in 17 different events, seven of which are to be held on campus.

Activity begins with tennis action on Friday. The men's tennis team, off to its best start in recent years under first-year coach Steve Medoff, has matches scheduled with Yale and Brown on Friday and Saturday, respectively, at the Indoor Tennis Bubble on Kite Hill; the Friday match with Yale will begin at 4 p.m., while Saturday's match starts at two o'clock.

The men's tennis team, 6-1 on the year, began the Eastern Intercollegiate Tennis Association portion of its schedule last week by splitting matches with Columbia and Pennsylvania. The Lions nipped the Red, 5-4, but Cornell rebounded to hand the Quakers a 7-2 defeat. Last year, the Big Red won only one EITA match.

Meanwhile, the women's tennis team will compete at the Middle States Tournament this weekend. The women have a 3-1 record in dual matches and come off victories over Skidmore (6-3) and Colby (8-1) this past weekend. There will be more Cornell tennis action during the

early part of the week, as the men's team will play at Rochester on Tuesday and then return home to entertain Binghamton on Wednesday, starting at 4 p.m.

The Big Red men's lacrosse team begins a four-game homestand with two contests at home this week. Coach Richie Moran's squad will face local rival Cortland State on Saturday at 2:30 p.m. on Schoellkopf Field, and they play Yale in an Ivy League matchup on Wednesday, starting at 3:30 p.m.

Cornell is trying for its ninth straight Ivy League championship and currently leads the Ivy race with a 3-0 record, although the Big Red struggled to its last league win—a 6-5 overtime victory over Pennsylvania Saturday in Philadelphia. Cornell, 3-1 overall, will have revenge on its mind against Cortland on Saturday. Last year, the Red Dragons upset the Red in Cortland, with the first win coming in 1972.

The women's lacrosse team will also have a busy week, playing three games. The Big Red plays at Pennsylvania on Saturday and at Cortland on Monday, before returning home to take on Colgate on Wednesday at 3:30 p.m. on the Upper Alumni Field. Cornell, 0-3 and 0-2 in the Ivy League, is hungry for its first victory of the season. The Red lost to both Penn (15-3) and Colgate (7-3) last season, but defeated Cor-

tland twice in 1981 (8-7 and 3-2).

The Big Red baseball team, which had three doubleheaders postponed last week and has been idle since its spring trip to California, will try again this week with three games scheduled. Cornell will attempt to open its Eastern Intercollegiate Baseball League season on Saturday with a twin bill at Army, and the Red has a single contest planned with Ithaca College on Tuesday at Hoy Field at 3:30 p.m. Cornell was scheduled to play IC on April 6, but the doubleheader was postponed because of the weather. The Big Red also had two games each with Columbia and Pennsylvania wiped out because of poor conditions.

All three Cornell crews will be away on Saturday, as the women's and men's lightweight crews will both row at Princeton while the heavyweights compete at Yale. The women will row against Harvard and Princeton on Saturday, and the lightweight crew, which had a race with Pennsylvania postponed last Saturday, takes on Princeton for the Platt Cup. The Big Red men's and women's track teams will also compete on the road Saturday. The men have a dual meet scheduled with Pennsylvania in Philadelphia, while the women participate at the Ivy League championships at Dartmouth.

## SAGE CHAPEL

### Composer-Conductor Will Be Speaker

Ben Steinberg, composer, organist, conductor and lecturer, will speak at the 11 a.m. Sunday, April 18, Sage Chapel Inter-religious Convocation. His topic is "Jewish Music: An Accompaniment to History."

Steinberg will also give a lecture/recital on "Sounds of Jerusalem" at 8 p.m. April 18 in the Founders Room, Anabel Taylor Hall. He will play rare tapes of music he brought with him from Jerusalem.

He is the director of music for Toronto's Temple Sinai, head of the Music Department of Forest Hill Collegiate, Toronto, and music chairman of the Toronto Jewish Congress. Steinberg, son of the late Cantor Alexander Steinberg, was born in Winnipeg and educated at Toronto's Conservatory of Music and the University of Toronto.

He is the author of "Together Do They Sing," an award-winning book on choral work with youth. A member of the Canadian League of Composers, his many commissioned musical compositions include three complete sabbath services, three cantatas for chorus and orchestra, and numerous choral settings, instrumental chamber works and solo songs.

His music has been performed often on the Canadian Broadcasting Corp. and his cantata, "Echoes of Children," a 45-minute work for narrator, soloist, choir and orchestra which commemorates the children who perished in the Holocaust, won the prestigious U.S. "Gabriel" award in 1979 for outstanding creativity in broadcast programming.

In 1979, the CBC devoted a complete broadcast to the presentation of Steinberg's synagogue music. That summer he was invited by the City of Jerusalem to be an artist-in-residence at its creative retreat "Mishkenot Sha'ananim."

Steinberg's musicological interests include Jewish music of the Baroque period.

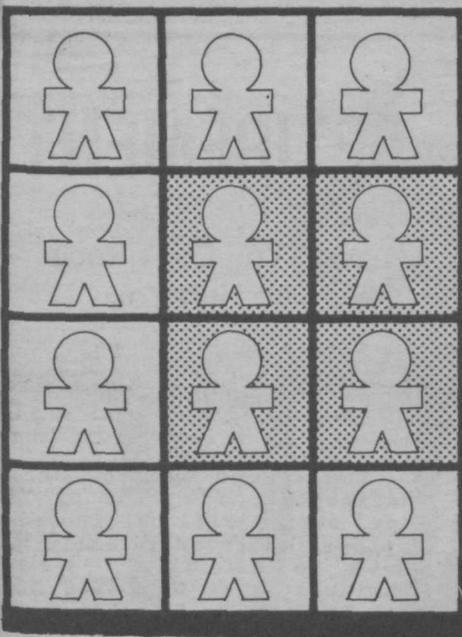
Music will be provided by the Sage Chapel Choir under the direction of Donald R.M. Paterson, university organist and Sage Chapel choirmaster. Graduate student Stephen May is assistant conductor and accompanist.

French literature and comparative literature. Her seminar at the society will be on Franco-American currents in feminist theory.

Munson's field is Islamic fundamentalism on which he will give a seminar during the fall term. In the spring term he will consider the wider topic of religion and politics.

Reeves will lead a seminar on "Scientists and Political Revolutions." She has presented papers at various places on science and politics in both Italy and Germany.

The society's seminars are open to graduate students and qualified undergraduates. Anyone interested in the descriptions of the seminars may obtain the society's flyer in the Scheduling Office, 142 Goldwin Smith Hall, and at the Center for the Humanities, 27 East Ave.



# NETWORKING

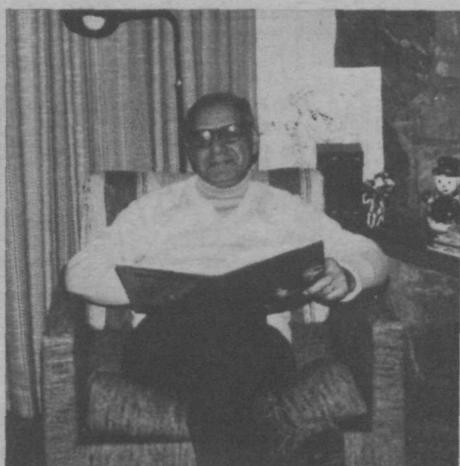
A Newsletter By Employees, For Employees

Volume 3 Number 2 April 15, 1982

## "It Takes People"

By Donna Updike

What would you get if you took 30 years of service and seasoned it with just the right amount of dedication, pride and loyalty, then threw in a friendly and cheerful disposition for good measure? You would get this month's dedicated service award winner, Frank Mike. You might think that it is hard to have all of these things all rolled into one person but that might be because you have never met Frank Mike. Frank is highly regarded by the people he has worked with over the years at Cornell.



The lines that delineate where one person's job begins and another's ends have no meaning to him; especially where a helping hand is needed. And this doesn't begin and end at work for Frank. If he hears of someone who needs help with a home project, he shows up with tools in hand and ready to work.

Ted Thoren has also known Frank for the 30 years he has

been at Cornell. They have been close friends and associates for all of those years. During that time Frank has always been the first person to greet Ted at work in the morning and he always has a happy disposition. This alone would be enough to make Frank an asset in any workplace but the thing that sets him apart from the average employee is the fact that "he takes pride in his work". It is not merely the means of making a living - coming and going dutifully with only a paycheck at the end to make it worth the trek. According to Frank's associates, he is a "great family man and a tremendous homebody." But his family is not just his wife and children, and his home is not merely his Ithaca residence. His family includes the many students and coaches who have had the privilege to be associated with this warm man over the last 30 years and his home is Schoellkopf Hall. And his home gleams with his pride. It is a happy and warm place.

When I was poking around trying to find out what type of person Frank Mike is, I was struck by the enthusiasm and love that is so openly felt for this man. The whole atmosphere of Schoellkopf Hall permeates with this love and enthusiasm and I couldn't help but wonder if, after 30 years, this building has taken on the personality of the man who has so lovingly cared for it and all of its residents. This is definitely what being a dedicated worker is all about! Frank is this and more. Congratulations!!

As a Cornell employee, the answers to these and other security and crime prevention questions are available through the Public Safety Crime Prevention Unit located in G-2 Barton Hall. The C.P.U. can provide you with literature, home security surveys that you can do yourself, samples of effective and inferior locks, brochures on the City of Ithaca Lock Law, and many other tips on making your home more secure. The best part is that it's all FREE! That's right, FREE! All you have to do is come to Barton Hall, Monday - Friday, 8 a.m. to 4:30 p.m. or phone 256-7302. Key tags and bicycle registration is also available. The key tags are free and the bike registration is only 50 cents.

Remember. . . . a burglary occurs in this country once every 8 seconds. The average loss per burglary is \$882. A properly secured home means your chances of being another victim are greatly reduced.

## RECREATION CLUB FORMED

A Center for Multiple Activities

CRC Steering Committee

The space shuttle, Columbia went into orbit again last month. It is not the only thing getting off the ground these days. By now every employee (including faculty) and graduate student should have received an invitation to become a charter member of the Cornell Recreation Club (CRC). Plans to organize the club have been in the making for over two years. Most of the details have been worked out by a steering committee which has been meeting almost weekly for the past several months.

The purpose for the club is to provide recreational and social activities for employees, faculty, and graduate students at Cornell.

A Charter and Bylaws have been written and an organization and planning meeting will follow the membership drive.

If you have not received an invitation to join or would like more information about the club, call the CRC office at 6-7565 or stop in at 165 Day Hall. (Hours: 10-2)

Suggested activities for the club have included: summer picnics, holiday parties, dances, concerts, sports teams, cruises, tours, singles mixers, ski package deals, sponsorship of Day Care, building a recreation park, etc. This is only the beginning. It is expected that the list of activities will be limited only by the interests of the membership.

The present steering committee is listed below:

Jacob Benninger	Electric Shop
Marylin Cook	Coop Ext.
Noel Desch	Mat. Sci. Ctr.
Ed Kabelac	Grounds Care
Fran Galloway	Coop Ext.
Chuck Parkin	Newman Lanes
Ron Parks	Comp. Services
George Peter	N.A.I.C.
Al Reed	Grounds Care
April Roberts	Coop Ext.
Dominic Versage	Radiation Safety
Richard White	Comp. Services

## YOUR SAFETY

Take It Personally

By Officer C.E. Howard  
Dept. of Public Safety

The F.B.I. Uniform Crime Report shows that daytime residential burglaries have risen 32% since 1976. How secure is your home while you are at work? Do you lock your doors and windows while you're working? If you do lock your doors, are you using springlatch locks or deadbolt locks? How long are the bolts? What is the minimum bolt length you should use? If you rent, what responsibilities does your landlord have in the area of security? What are your responsibilities as a tenant? Where do you go to get answers to these questions?

## MANAGEMENT

Working Together for Progress

By George Peter

My term as employee elected trustee of Cornell University approaches its final months. It seems appropriate that I share with you at least one of the most important original goals that I had set.

For many generations the university was thought of as being made up of students and faculty. The rest of the staff were considered necessary but seldom were referred to in the same breath.

An important objective has been to help all people mature to the realization that the university is made up of students, faculty and staff.

Manage Continued on page 3

# COUNSEL AVAILABLE

## Employee Assistance Program

From the Employee Assembly

Last Fall Cornell's Personnel Services approached the Employee Assembly to seek input on a new Program. The "Employee Assistance Program" (EAP) is being offered to help Cornell Employees with the wide range of problems that confront us in our personal and work lives. The following are examples of concerns which could be addressed by the EAP:

"I don't understand what's going wrong....My co-workers don't cooperate... I feel stuck in my job....My child is running wild....I don't have any friends. I can't make ends meet...Maybe I should take a course or go back to school...I think I'd do better in a different kind of work...I can't seem to get motivated...My wife says she'll leave me if I don't stop drinking...My boss gives all the good jobs to somebody else...I don't think I'm really suited for supervising."

These concerns and more can be eased by frank discussion with a skilled, impartial person. Merely saying things aloud sometimes makes it possible for one to see a solution. Bouncing ideas back and forth can release creative thinking.

Through the new Employee Assistance Program, Cornell employees will soon have this kind of service available. The Family and Children's Service (F&CS) has been contracted by Cornell to furnish counselors who will see Cornell employees either at the F&CS offices or at some location preferred by the employee. An on campus site will also be established in order to make access to the EAP as convenient as possible. The cost will be borne by the University. All services will be strictly confidential. If referrals are made to other service agencies, Cornell's health insurance plans will usually help pay those costs.

What is an Employee Assistance Program? What does it do? Who is it for? How does an employee use it? When and why is it useful?

An Employee Assistance Program can help identify problem solutions. It is a way of clarifying what is troubling you and a resource for finding methods for dealing with concerns.

The program at Cornell is available to all regular full and regular part-time employees, academic and staff. Individuals may go directly to one of the counselors or they may be advised about the program by friends, co-workers or supervisors. When an employee sees a counselor, they will talk about the difficulty and discuss ways of handling it, hopefully identifying a personally satisfying and acceptable course of action.

If the problem does not seem to have a simple solution, the counselor will assist in finding other resources which may help.

In short, an EAP is useful whenever something is bothering you and you can't settle on a way to handle it. It is useful because an outside, objective look at the difficulty can help you sort it out and arrive at some conclusions. Specific information will be reaching you soon by mail.

The Employee Assembly worked with the Personnel Dept. in rewording the language to assure confidentiality for employees who enter the program. The redrafted EAP has been endorsed by the Employee Assembly. The Employee Assembly commends the Dept. of Personnel Services for developing such a unique program.

If you would like further information on the EAP please call Employee Assistance Program at 273-7494.

# RETIREMENT

## What You Don't Know Can Hurt You

Staff Writer

The second session of the "Retirement: The Time of Your Life" series will be offered by Employee Benefits in early May. This session, "Legal Considerations: What You Don't Know Can Hurt You", will provide basic information on retirement planning, making out a will, choosing an attorney, general tax considerations, etc.

The dates, times and locations of the seminar will be announced to all employees in a "CONTACT", to be distributed in the near future. Due to the overwhelming response to the previous seminar on tax-deferred annuities, interested employees will be urged to pre-register as soon as the exact dates and times are announced. Employee's guests will also be invited to attend.

## Manage Continued from page 1

If this seems like an insignificant goal let us consider the consequences if it never is achieved. For too long American Management has taken people for granted. Progress in the technological area has been fantastic while progress in improving human relations has been dismal. The idea of having "involved" workers is the key to productivity, but it is more than that.

When an employee senses that he or she is appreciated for his or her contribution to the total mission of an institution a transformation takes place. The employee becomes involved. The employee who is "recognized" feels good about coming to work to produce, to share in reaching the objectives of the job, to give of him or herself.

Feeling good about one's work and one's self is more important than can ever be measured. We spend close to 30% of our life at work. This could be more time than we spend with family. It is vital that the work/employee be a good marriage.

As with any marriage, the basic element is trust by all parties. The alternative is demonstrated by the conditions in England where distrust between Union, management and government has paralyzed the economy and lowered the standard of living.

Trust will come to the work place when employees and supervisors at all levels allow intimacy to creep back into the organization. The work place requires the same kind of intimacy, trust and understanding that make up a pleasant family experience.

We at Cornell are family. We are a family made up of students, faculty and staff. If you feel good about your contribution to the Cornell family, an important goal has been achieved.

# TUITION PROGRAM REVIEWED

Staff Writer

The Cornell-Children's Tuition Scholarship (CCTS) program has not been modified for several years. The Employee Assembly (EA) learned recently that various committees have been studying the program and making recommendations for changes.

A faculty committee on the "professional and economics status of the Faculty" (COPESEF) made a series of recommended changes. A Dean's committee was formed and made its recommendations. The COPESEF group offered a response to the Dean's committee proposal. In the meantime the Employee Assembly formed a committee chaired by Linda West. The EA committee met a few times with Vice Provost Spencer, Peggy Ulrich Nims and Gary Posner to determine statistical factors.

The EA committee agreed on a position to take on the several issues pertaining to the program. That position was adopted by the Employee Assembly and has been presented to Vice Provost Spencer as the Employee Assembly proposal.

The enclosed chart best explains the positions taken by the various committees.

Any suggestions or recommended changes should be addressed to the Employee Assembly Office, 165 Day Hall, 256-3715.

	Present Program	Deans Committee Proposal-Amended*	COPESEF Response to Dean's Committee Proposal	Employee Assembly CCTS Committee
Amt. of CU Tuition Paid	Full tuition minus Fees	1/2 Tuition	Still recommend 3/4 Tuition	1/2 tuition
Amt. of tuition paid elsewhere	Tuition to max. listed below	1/2 Tuition	Accepted	Agree with Deans
Minimum	none	Actual tuition or SUNY, whichever is less	Accepted	Agree with Deans
Maximum	\$1,000	1/2 CU Endowed	Accepted	Agree with Deans
Semesters/Family	no limit	no limit	Accepted	36
Semesters/Child	14	no limit	Accepted	12
Max. Age Child	no limit	no limit	Accepted	Agree with Deans
CU Programs	UG, G, Prof.	Undergrad	Undergrad, Grad, Professional	Undergrad, Grad, professional
Other Programs	UG	Undergrad only	Accepted	Agree with Deans
Waiting Period	Fac & Ex = 0 yrs N Ex = 10 yrs	Tenured Fac=0 yrs All others= 5 yrs	Accepted	5 years for All Employees including faculty

2  
*Election*

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**WOTIF**

**SPECIAL**

*Issue*

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# TRUSTEE



JOHN BENTKOWSKI

I believe that employee representation on the Board of Trustees is an important way of communicating our opinions and concerns to the Board of Trustees. Like you, I have a commitment (16 years) to Cornell University and with this commitment I want to make it a better place to work.

Some progress has been made, but there is still more to be done in the areas of wage improvements, wage differences, grievances and personnel practices, and also in the area of friendships

formed by knowing each other and the jobs we do.

Not only am I familiar with the employment aspects of working for Cornell University, but through my job I know in detail the Cornell lands, properties, and their uses. This can be useful information for not only the Trustees but also for the Employee Assembly in their discussions about employee recreational facilities. I would like your vote. Only through your vote can I do what I believe is important for us, the University employees. I would like your vote. Only through your vote can I do what I believe is important for us, the University employees.

**BIOGRAPHY:** B.S. at S.U.N.Y Buffalo, Master work at Cornell University 1955-57. Resident of Ithaca 32 years, 16 years at Cornell as Research Tech. (3 years) Tech. Associate/Research Support Specialist (3 yrs.), Manager of Real Estate (10 yrs.), worked as a farm hand, mechanic, H.S. Teacher and Teacher of Union Apprentices.



CHARLES I. PARKIN

I have been an employee of Cornell University for over three years. In this short time as manager of Helen Newman Bowling Center I have met new people and made new friends. Being in contact with employees from all over campus, I hear many of their problems. As employee trustee I hope that I could convey them to the proper people to help resolve the problem. My position as manager of the bowling center gives me a high degree of

accessibility for all employees both day and night. I am also a member of the Cornell Recreation Club Steering Committee. I feel that being already involved in the club would give me a head start in one area in which an employee trustee is most responsible. This will be an important vehicle to promote better employee relations all over campus, which is my main goal if elected.



PATRICIA LALONDE

Having worked as a non-exempt employee in both Endowed and Statutory units, I am aware of the common concerns of employees on both sides and would work to help find solutions. I would like to be your voice on the Board of Trustees to narrow the gap in communication between management and working level employees -- airing your ideas would help me better serve you if elected. I have the time, energy and enthusiasm to serve you.

Your concerns would be my concerns and we would work together.

ALL VOTES ARE IMPORTANT PLEASE TAKE THE TIME AND MAIL YOUR BALLOT TODAY!



MARILYN K. COOK

I have been involved with Cornell since 1969. I have worked as a nurse, served on the Tompkins County Cooperative Extension Nutrition Education Program Committee & the Tompkins County 4-H Program Committee. As an elected member of the Employee Assembly I have served on the University Assembly, the Benefits Committee and the Cornell Recreation Club Steering Committee.

Cornell gives us the opportunity to improve ourselves & the environment we work in. By

serving as employee trustee, I shall use that opportunity to contribute to a better future for all of us. Anything we challenge

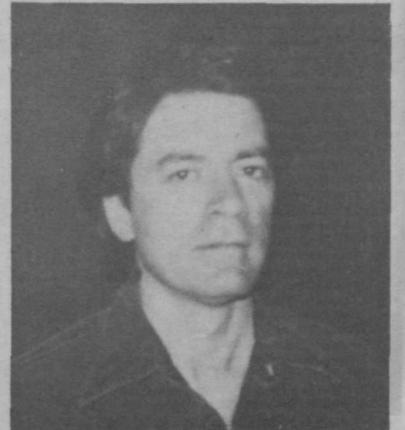
ourselves to do, whether its the growing concern for Day Care Services for employees in need of it, Transportation issues, a recreation club for employees etc, anything can be accomplished by working together as a team.

I feel that employees are an important part of the University Community. As an employee trustee, I would like to see the awareness and sensitivities of all employees maintained through better communications between the Employee Assembly, the University Assembly, the Cornell Board of Trustees and the whole University Community. Vote for me as employee trustee and I will keep you informed of matters before the board that are of concern to employees and vice versa. Please Vote.

MICHAEL ELLIS

Throughout the past year, I have served employees as a member of the Employee Assembly's "Committee on Personnel Policies". I would be honored to serve you in the future as a member of the Employee Assembly.

During my tenure, the "Committee in Personnel Policies" has addressed several issues of concern to employees. For example, the University's Grievance Procedure, the establishment of the new "Employee Assistance Program", Long Term Disability, Group Life Insurance, Voluntary Accidental Death & Dismemberment Benefits, Overtime Policy, Cornell Children's Tuition Scholarship Policy, Retirement, Vacation and Sick Leave Policy are all matters which the Committee effectively dealt with in the past 12 months.



For more than 6 years, I have served Cornell University as a member of the Unions and Activities staff. Prior to that, I was employed in the Department of Residence Life. In that time, I have become aware of and sensitive to many of the concerns of our dedicated and diverse employee population. If selected to serve as a member of the Employee Assembly, I shall use that opportunity to help build a better future for each of us.



KURT EDELMAN

I'm Kurt Edelman, a short order cook in Willard Straight Dining. I worked at the University Press before I transferred to Willard Straight. Last December, I was elected as a zone representative by my co-workers in the service and maintenance unit, UAW.

As a member of the Employee Assembly, I intend to look out for the interests of all non-exempt employees. I think that means letting everyone know about matters which affect them.

I want to hear your ideas, and if you have a question, I'll answer it or try to find someone who can. Please feel free to call me at home at 272-4240.

Please be sure to vote. Thanks.



HAROLD S. MARTIN, JR.

Hi, I'm Hal Martin, a gardener in the Department of Floriculture and Ornamental Horticulture at the Test Gardens. I have six years of service including six months on Grounds and one year with Care of Buildings. I have had some experience representing employees since I was elected as a zone representative by service and maintenance employees in the UAW.

I believe that all employees deserve to be informed about issues which affect them. As your representative, I'll work to make sure that you stay informed, and I'll see that your questions get answered.

If you have any questions, please call me at 257-3137.

# EMPLOYEE ASSEMBLY



GEORGE PETER

For twelve years self governance systems have worked to make Cornell a better place to study and to be employed. I have been involved in the process all that time and am impressed with the results. The contribution of time has been more than repayed by the privilege of working with some very wonderful, dedicated and talented people.

Four terms on the Cornell Senate and its executive committees, three terms on the Board of Trustees and service on several committees has gained for me experience to better serve you. It also demonstrates commitment to Cornell and to Cornell employees.

You are entitled to know my position on the unionization issue: It is my strong conviction that the Cornell Administration and the Board of Trustees are committed to providing good employee relations at Cornell (this includes salary and benefit considerations.) I am convinced, therefore, that it is not in the best interests of employees to assign a part of their salary, time and privileges to a third party to act in their behalf.



JOAN LOCKWOOD

My name is Joan Lockwood; I have been a clerical employee at Cornell for five years this May. I am presently an administrative aide in the Office of Transportation Services.

I am concerned with the quality of work life for all employees, parti-

cularly non-exempt staff members, and would most like to see improved wages and career opportunities.

An issue of great concern to me is Cornell's responsibility to the

children of employees. I am a single parent of two young children, and am aware that many employees have children in day care situations. I am very interested in determining whether a contribution toward day care would be a significant benefit.

I have been involved in campus governance for about three years as a member of the Committee on the University as an Employer and the Employee Assembly (EA). I worked with a day care committee, the EA charter committee, Net-working, and (this year) the EA committee on the Cornell Children's Tuition Scholarship.

The Employee Assembly can provide significant recommendations to the administration as they make decisions that affect everyone's daily lives. The strength of the EA in the next years will be in the number of well informed members who can work with Personnel Services and other offices.



LOTTIE JOHNSON

I have worked at Cornell University for 17 years. My job is preparing diets for Metabolic studies and working in the DNS Animal facility. I feel that as a non-exempt member I could represent my fellow employees and present to the Employee Assembly some of the feelings that a worker in my position might have about the policies of Cornell.



MARLENE REITZ

Mother of 3 teenage boys. Clerical worker for 8 years, 4 at Cornell, presently as accounts assistant. Have been involved with many organizations off campus, as well as on, promoting a better living environment for community residents. I chose to run for an employee seat because of the strong interest in employee's working environment and a desire to open up communication between employees and the Administration.



MARY JAMISON

I live in the Trumansburg area and graduated from high school there. I've worked in John M. Olin Library since 1964, where I started as an A-10 typist. I've changed jobs several times within the Library system which has brought me to my present CP grade. This proves to me that there are opportunities for advancement at the

University. I've had an education that is immeasurable monetarily, while learning on-the-job the many complex procedures that it takes to run a library such as Olin.

I've had the opportunity of serving on the Employee Assembly the past year and found it to be a rewarding, effective and important experience. It is worth all the work and time it takes to keep up with the many changes concerning employees. I'd like to take the opportunity to continue what I consider an important service for my fellow employees and to continue in what has been an important year for employees at the University. In all the years I've been here, I've never seen such effective representation for the employees of Cornell. Let's keep it up by voting promptly for the persons of your choice.

## "THE SPRING ELECTION: WHO CARES?"

Why should I bother to vote in the election for Employee Assembly? Does it really matter? If you think employees ought to know what's happening at Board of Trustee meetings, the answer is yes. Employee trustees report directly to you about these meetings and can speak to the Board. Employees should have a vigorous, articulate spokesperson.

It is helping to get underway a Cornell Recreation Club. It has instituted breakfast and luncheon meetings with top administrators. One such meeting was held this morning with approximately 20 employees chosen at random to share breakfast and discussion with President Rhodes. Chairpersons of the Assemblies meet regularly with Pres. Rhodes and the full body meets with Sr. Vice President Herbster on a monthly basis.

Both Employee Trustees and Employee Assembly members can help you directly. They will understand your problems. Assembly seats are divided so someone with work experience and concerns similar to yours will be running. There are three non-exempt seats, two exempt seats and one minority seat in both the Statutory and Endowed units, plus an at-large seat for Geneva Experiment Station.

These representatives will do the most good only if they hear from constituencies they represent. Know who your representative is on the Assembly; vote for the trustee candidate you like most. Above all VOTE! Don't put voting materials in your "next week" pile -- VOTE.

Committees with Employee Involvement

I. Employee Assembly

A. Standing Committees (2)

1. Internal Operations Committee

Three Employee Assembly members - also serve on other Employee Assembly and University Assembly\* Committees.

Duties and Responsibilities:

- a. Recruit nomination and selection of employees to serve E.A.
- b. Conduct elections within E.A. for five representatives to U.A.
- c. Solicit names and conduct elections of E.A. members for chairperson, vice-chairperson, secretary and parliamentarian of E.A. (of each newly elected E.A.)
- d. Select employee members for standing or ad hoc committees of E.A.
- e. Select employee members for standing or ad hoc committees of U.A.
- f. Solicit names of employees for one at-large seat for editorial board of employee newspaper (Networking).

2. Communications Committee

Two Employee Assembly members (one being the V. Chair of E.A.) may also serve on other E.A. and U.A. Committees

Duties and Responsibilities:

- a. Shall promote higher visibility for employees as community members, provide a sense of unified employee body, help create an increased sense of community among all members of the Cornell Community.
- b. Shall serve as full voting members of the editorial board of employee newsletter (Networking).
- c. Provide regular reports of E.A. activities and recommendations for publication in employee newspaper (Networking).
- d. Explore and use all appropriate media to advertise activities of E.A.
- e. Publicize E.A. agendas and meeting summaries, using among other means of employee newspaper (Networking).

B. Ad Hoc Committee (1)

- 1. Personnel Committee (change from Benefits Committee (minutes of E.A. - August 18, 1981)

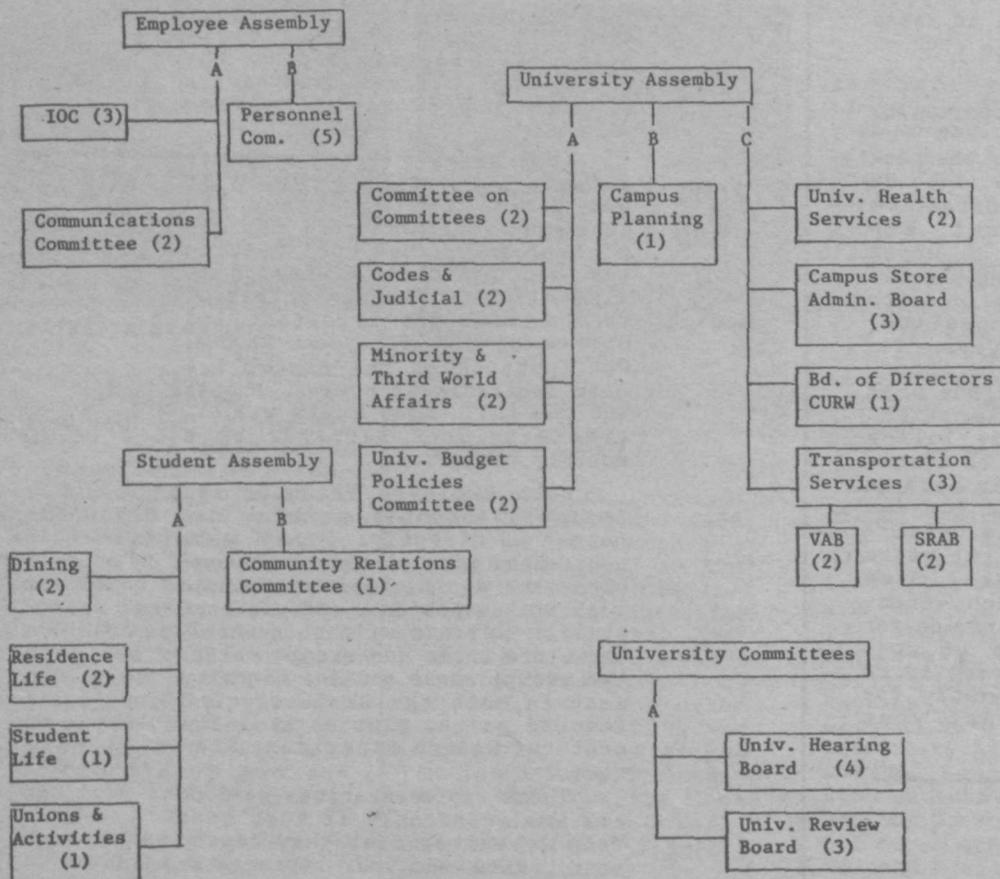
Duties and Responsibilities:

- a. "Formed for the purpose of investigating existing benefits, improvement of benefits and other related items" (minutes of E.A. - July 21, 1981)

\*Hereafter abbreviated to E.A. (Employee Assembly), U.A. (University Assembly) and S.A. (Student Assembly)

March 18, 1982

EMPLOYEE-RELATED COMMITTEES



A, B, & C correspond to same letters used in outline of committees. Number in ( ) indicate required number of employees.

EMPLOYEE VOTING INSTRUCTIONS

1. The election ballot lists the candidates for each Employee Assembly seat as well as Employee Trustee. You are asked to vote for candidates in all categories--both non-exempt and exempt, statutory and endowed.
2. There are no write-in votes.
3. Clearly list the candidates in your order of preference, in the boxes provided, by the number shown in front of the candidate's name. Continue listing the candidates in order of preference until there are none you prefer over others: For example:

Statutory Non-Exempt (2 seats)

- 95. Burt Reynolds
- 96. Sally Fields
- 97. Paul Newman
- 98. Bo Derek
- 99. Robert Redford

99	97	96	98	95
1st	2nd	3rd	4th	5th

You, the voter, list the candidates in order of your preference. You should continue down the list as far as there are any candidates that you prefer over others. You may vote for as few or as many candidates as you wish, since voting for more than one candidate does not hinder your first choice candidate's chances. In the example above, Robert Redford is the first choice, Paul Newman is the second choice, etc. Voting for only one candidate does not enhance that persons chances of being elected.

4. Place your completed ballot in the envelope marked "Ballot", seal; put in larger signature envelope, seal; fill out upper left-hand corner of return envelope. All outer envelopes (with signature) are opened and removed before inner ballot envelopes are opened. YOUR BALLOT IS SECRET. Any ballot returned without this information filled in will be void.
5. Ballots may be returned by campus mail provided they are received in 165 Day Hall no later than 4 p.m. Friday, April 3. Ballots received later than the deadline will not be counted. Returned ballot envelopes will be alphabetically checked to ensure against multiple voting. Multiple votes will not be counted.
6. Ballots also may be brought to 165 Day Hall.
7. Voting results are tabulated by the Office of Computer Services, using the Hare System (see explanation on page four).

HARE SYSTEM EXPLANATION

The Hare System is a way of conducting elections based on proportional representation. You, the voter, list the candidates in order of preference, and you should continue down the list as far as there are any candidates that you prefer over others. Your vote will remain with your first choice candidate until he is either elected or dropped from the race. Voting for more than one candidate will never dilute your vote for your first choice.

If only one position is at stake, the Hare System produces the same result as a run-off election, without holding a second election. For example, suppose there are four candidates for one position and candidate A is the first choice of 30% of the voters, B the first choice of 27%, C of 23%, and D of 20%. Imagine that the ballots have been put into first choice piles for each candidate. D has the smallest pile, so he is eliminated, and his ballots are re-distributed among the other piles. Those of his ballots that had A as the second choice are put in A's pile, and so on. Suppose that none of the remaining candidates now has 50% of the ballots in his pile, and C has the smallest pile. C is then eliminated; those ballots in his pile that had A as the next choice will be put in A's pile, while those with B as the next choice will go into B's pile. Whichever of the two winds up the biggest pile wins the election.

But now suppose you voted only for candidate D. Your ballot would only be counted the first time around, and could not be put in another candidate's pile to help him get elected. That is why you should continue voting for candidates as far down the list as you have any preference.

When there is more than one position to be filled, your vote can help get subsequent choices elected even if your first choice got enough votes on the first count. Suppose there are 10 positions. In order to get elected, a candidate must be the first choice of 10% of the voters (100% divided by 10 seats). But if a candidate gets more votes than he needs, his excess votes are re-shuffled along with the ballots from the piles of those who got the least votes and were thus eliminated.

Under the Hare System your vote can count more than once. So don't waste your voting power; vote for all the candidates you prefer.

# TALKING OVER COFFEE

Breakfasts & Lunches with Administrators

By Kathleen McCarty

In an effort to fulfill its role in improving communications between employees and administrators the Employee Assembly is sponsoring a series of breakfasts and lunches with senior administrators.

The series got off to a start on Friday, March 12 in the Elmfirst Room of Willard Straight Hall when eighteen employees had a buffet breakfast with Provost W. Keith Kennedy. The Provost answered employee's questions about tuition, the Cornell Children's Tuition Scholarship Program, training of supervisors, exposure to toxic substances and time off from work for University related activities. The Geneva employees raised the topic of availability of courses to Geneva Station employees which is complicated by their distance from campus.

The next breakfast in the series will be with President Rhodes on April 15.

# ADDITIONAL FRINGE BENEFITS

Endorsed by Assembly

By George Peter

At a recent meeting of the Employee Assembly (EA) a unanimous vote endorsed a set of new benefit proposals for employees. The EA benefits committee, chaired by Steve Knapp, presented the proposal. Gary Posner, Director of Personnel Services was present to answer questions and explain the new benefits:

1. The maximum amount of sick leave accumulation will be raised from 69 days to 90 days.
2. Employees will be permitted to use up to 3 days per year of accrued sick leave for family illness. The benefit committee of the EA will work with the Office of Personnel Services to define what constitutes family.
3. A program will be established that will allow, at retirement, the conversion of accumulated sick leave into health insurance contributions.

# INCOME TAXES

By Mary Ellen Jones

Schedules A&B (Form 1040) **Schedule A—Itemized Deductions** (Schedule B is 1) (Schedule B is 1) Department of the Treasury Internal Revenue Service (0) Attach to Form 1040. See instructions Name(s) as shown on Form 1040

**Medical and Dental Expenses** (Do not include expenses reimbursed or paid by others.) (See page 17 of Instructions.)

1 One-half (but not more than \$150) of insurance premiums you paid for medical care. (Be sure to include in line 10 below.)

2 Medicine and drugs

3 Enter 1% of Form 1040, line 31

4 Subtract line 3 from line 2. If line 3 is more than line 2, enter zero.

5 Balance of insurance premiums for medical care not entered on line 1

6 Other medical and dental expenses:

a Doctors, dentists, nurses, etc.

b Hospitals

c Transportation

d Other (itemize—include hearing aids, dentures, eyeglasses, etc.)

7 Total (add lines 4 through 6d)

8 Enter 3% of Form 1040, line 31

9 Subtract line 8 from line 7. If line 8 is more than line 7, enter zero.

10 Total medical and dental expenses (lines 1 and 9). Enter here and on line 33

**Taxes** (See page 18 of Instructions.)

11 State and local income

12 Real estate

13 a General sales (see sales tax tables)

b General sales on motor vehicles

14 Personal property

15 Other (itemize)

16 Total taxes (add lines 11 through 15). Enter here and on line 34

**Interest Expense** (See page 18 of Instructions.)

17 Home mortgage

18 Credit and charge cards

19 Other (itemize)

20 Total interest expense (add lines 17 through 19). Enter here and on line 35

Form 1040 Department of the Treasury—Internal Revenue Service **1981** (0)

For the year January 1–December 31, 1981, or other tax year beginning 1981, ending 19 OMB No. 1545-0074

Use IRS label. Otherwise, please print or type.

Your first name and initial (if joint return, also give spouse's name and initial) Last name Your social security number

Present home address (Number and street, including apartment number, or rural route) Spouse's social security number

City, town or post office, State and ZIP code Your occupation Spouse's occupation

Do you want \$1 to go to this fund? If joint return, does your spouse want \$1 to go to this fund? Yes No Yes No Note: Checking "Yes" not increase your tax due your refund.

**Filing Status** Check only one box.

1 Single

2 Married filing joint return (even if only one had income)

3 Married filing separate return. Enter spouse's social security no. above and full name here

4 Head of household (with qualifying person). (See page 6 of Instructions.) If he or she is your unmarried dependent child (Year spouse died 19 ) (See page 6 of Instructions.)

5 Qualifying widow

6a Yourself

6b Spouse

6c Other (Year spouse died 19 ) (See page 6 of Instructions.)

6d Other (Year spouse died 19 ) (See page 6 of Instructions.)

7 Enter number of boxes checked on 6a and b

8 Enter number of children listed on 6c

9 Enter number of other dependents entered in boxes above

10 (4) Did dependent have income of \$1,000 or more? Yes No

11 (5) Did you provide more than one-half of dependent's support? Yes No

12 Enter number of other dependents entered in boxes above

**Adjustments to Income** (See instructions on page 11)

22 Moving expense (attach Form 1040-SS)

23 Employee business expenses (attach Form 1040-SS)

24 Payments to an IRA (enter code from page 11)

25 Payments to a Keogh (H.R. 10) retirement plan

26 Interest penalty on early withdrawal of savings

27 Alimony paid

28 Disability income exclusion (attach Form 2440)

29 Other adjustments—see page 12

30 Total adjustments. Add lines 22 through 29

**Adjusted Gross Income**

31 Adjusted gross income. Subtract line 30 from line 21. If this line is less than \$10,000, see "Earned Income Credit" (line 57) on page 15 of Instructions. If you want IRS to figure your tax, see page 3 of Instructions.

I-Itemize deductions; we do our best.  
 N-Net income figuring is really a test.  
 C-Credit we search for in our wages.  
 O-Other adjustments on additional pages.  
 M-Medical expenses figure worthwhile.  
 E-Extension request? Who dares file?  
  
 T-1040--the form we all know.  
 A-April 15--we hope it comes slow.  
 X-Xerox a copy; IRS might make a mistake.  
 E-Excedrin for April 15th headache.  
 S-Surprise!! Today's the day,  
 that many have hoped would fade away.

# RECYCLING IS EASY

A Regular Habit is Profitable

By Steve Helmar

Recycled any waste paper lately? "Too much trouble," you say. "An unneeded expense. Just a drop in the bucket anyway." Not really!

Recycling is easy and some Cornell buildings have been doing it for years. It doesn't cost you anything either. Program income goes to purchase collection barrel, plastic bags and other supplies.

Recycling really does make a difference, too. During two previous school years, academic buildings salvaged 201 tons of paper products. That's a huge burden off already hard pressed landfills. It also meant some 3,400 trees released to other purposes.

If you'd like to take part, it's simple to start recycling regularly. Just contact Becky Wilsterman or Steve Helmar at 6-4166. We'll arrange for the large barrels and bags. All you really need to do is find a convenient place for them to go, and ask your janitorial staff if they will periodically empty them into larger cans at your building's loading dock.

Then it's just a matter of getting in the habit of recycling. Many people find that having a small container right next to their trash basket makes it easy to separate good paper from coffee filters, tea bags, and other garbage -- right at the source.

For the time being, high grade paper is the main need--bond, and other dull finish stock. In the past, magazines and other slick finish papers could be recycled too, but their main consumer -- the construction industry-- will not be demanding much for the foreseeable future.

However large or small your office, you've got lots of paper to recycle, either regularly or from an occasional mass house cleaning. Let us help you do it.

**MOBILE HOME FOR SALE:** 1970 12x60 Fleetwood, excellent condition. Fairly new carpet, low utilities. Located on corner lot in Newfield park. Owners anxious to sell. Call 256-2248 days or 564-3478 evenings. \$7,000.

CLASSIFIEDS

RIDESHARING

TAUGHANNOCK BLVD (near Taug. Park). Must arrive 8 a.m. Ride needed in the mornings only. Call Clio at 6-4055.

MAIN ST., NEWFIELD. Arrive 9 a.m., leave 3:30. Hours flexible. Call Maxine at 6-3210.

CLASSIFIEDS

BIG SPRING 2 FAMILY GARAGE SALE

SATURDAY, APRIL 17 - 9 - 5

Rain or shine, 210 Christopher Lane (near St. Catherine's Church) - Good Babies, Childrens, Ladies & teens clothing. Plus 2 fur coats. Bedroom set, refrigerator & stove, PSE Compound Bow, Pottery, Corning Ware, Toys, Books/records (including some German).

COME AND SEE WHAT ELSE!

CLASSIFIEDS

THESIS TYPING, FAST & ACCURATE, reasonable rates. IBM Selectric II with interchangeable type - Call Donna after 5:00 (387-6787).

WANTED: Decent, preferably brown/gold couch and/or armchair. Also, by Spring, a load or two of well-rotted horse manure. Call 256-4924, Marti.

WANTED: CORNELL SERIES WEDGEWOOD CHINA. Dinner plates and/or cups and saucers in any color (Mulberry, Blue or Green), Single pieces or sets. Please call Lynn Marshall at 256-4850.

RIDE WANTED: Would like to ride to work from Spencer Monday-Friday. Must be at work by 8:00 and leave at 4:30. I could be picked up at the Big M parking lot. Call Sandy at 272-8990.

CLASSIFIEDS

FOR SALE: 1973 6 CYL, 4 DR NOVA, in good running condition, as is \$400, FIRM, Call 273-3345 after 5:30 p.m.

FOR SALE: 3 INTERNATIONAL TRACTORS, all water-cooled, for more information, call after 6 pm, 387-6641.

ANNOUNCEMENT

CHARTER BUS SHOPPING TRIP TO READING, PA ON MAY 14 & 15. Call Clara, 256-2252, days or 844-4510, evenings.

WANTED: 1-2 YEAR OLD ARABIAN OR 1/2 ARAB FILLY OR COLT by 13 year old girl with lots of love for horses. Will consider older reasonably priced Arab. Call 564-9375 Kristina (after 3:30).

PUZZLE BY PARKS

J P A T R V L V T T O L Y R A M A H C I M  
M O P H A R O G E K U R T T T O L R A H C  
A C H A R T T T P N O S I M A J Y R A M H  
R K U R E T E P E G R O E G L E A H C E A  
I U P E P K U T M M E P C J D J T M T G R  
L R A E T N U L O S C T O N A P A O E M L  
C I T E T O V R R V I H O G Y R V O V K C  
H O K M A S V U J R N L E V K L R K U H R  
V G U S V N K A O N A O L U H C I R A U T  
N R R O W H V E P L I E R E T O V R U K A  
E O T A A O G T A P G T G O L O L O A U P  
L E E M T J K I Z T I E R E N E L R A M V  
R G D E E E C T P L A T G A S A A C H O R  
A I E E G I G A N P O O T P M T P H T C A  
M R L E R T T E A E J V A O T D N E C E H  
L T M T A T T T T L B R H O L A L T T I C  
O A A M A O J O H O K N L C O E T O V Y M  
R P N H V L E V A I V E H J I E V V R R J  
A A C R L T L M N R T A M O T M L I R A M  
H I A D O O W K C O L N A O J J Y R A M H  
M M J V J O H N V C H A V R O E G O R A H

FIND THE NAMES OF THE CANDIDATES RUNNING FOR

EMPLOYEE ASSEMBLY -----AND----- EMPLOYEE TRUSTEE

KURT EDELMAN	JOAN LOCKWOOD	JOHN BENTKOWSKI
MICHAEL ELLIS	HAROLD MARTIN JR	MARILYN COOK
MARY JAMISON	GEORGE PETER	PATRICIA LALONDE
LOTTIE JOHNSON	MARLENE REITZ	CHARLES PARKIN

ALSO FIND THE WORD "VOTE" 20 TIMES

\*\*\*\*\* WORDS MAY RUN IN ANY DIRECTION \*\*\*\*\*

Marcella L. Winters and Diana M. Young died from injuries received in an auto accident, Thursday, April 8th. Diana Young was a part-time employee in the Financial Aid Office, 203 Day Hall. Marcy Winters graduated from Ithaca High School in June, 1981 and has been employed by the Cornell Campus Store since that time. Parents of both women are employed at Cornell University.

Officials from the Financial Aid Office stated that everyone in the department was shocked by the tragic news. "Diana was a new employee loved by all. She was a pleasant and friendly person." A campus store official stated that Marcy Winters would be deeply missed. "The whole department was saddened. The loss of such a happy-go-lucky, friendly person would be hard to accept. She never had a bad word about anyone."

The editors of Networking speak for the entire Cornell community in expressing sincere sympathies to all families and friends. These young women were a part of the Cornell family. We all share in this very great loss.

The Editorial Board apologizes for revising its schedule without notifying the Cornell community. Below are the deadline, layout and distribution dates for the months of April through August. Please keep these in mind when submitting materials to Networking.

DEADLINE	April 29
LAYOUT	May 6
DISTRIBUTION	MAY 13
DEADLINE	June 3
LAYOUT	June 10
DISTRIBUTION	JUNE 17
DEADLINE	July 1
LAYOUT	July 8
DISTRIBUTION	JULY 15
DEADLINE	August 5
LAYOUT	August 12
DISTRIBUTION	AUGUST 19

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ONE BIG FAMILY

